



# WESTERN RECORDER

August 15, 2000  
Vol. 174, No. 32

## Church compensation study

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## Is your church doing what it takes to reach young adults?

By David Winfrey  
News Director

BURLINGTON—Society radically shifted during the past 10 years, and churches that refuse to adapt their worship styles to reach the new generations are in danger of extinction, according to Lexington pastor Craig Loscalzo.

"You almost have to be reinventing yourself to reach the next millennium culture," said Loscalzo, pastor of Immanuel Baptist Church.

Loscalzo was a worship leader and seminar instructor for Super Saturday in Burlington.

Sponsored by the Kentucky Baptist Convention, Super Saturday is a series of conferences designed for church leaders.

This year's focus is helping churches learn how to reach young adults. Loscalzo is among a team of Kentucky pastors recruited for the events to talk about their churches' strategies for reaching young adults.

The fall of the Berlin Wall in 1989 was symbolic of a variety of seemingly permanent conditions that changed in society and in churches during the last decade, he said.

As a former professor of preaching at Southern Baptist Theological Seminary, Loscalzo said he learned when he re-entered the pastorate in 1996 that churches faced issues he hadn't known to teach about in the classroom.

"What I was doing in the classroom was light years from what was going on the churches," he said.

He recounted preaching to the Baptist Student Union at the University of Kentucky and realizing how energetic the college students' worship was compared to most churches.

"You know what it made me think?" he asked. "No wonder they don't want to come to church."

Teenagers and young adults are attracted to worship that is interactive and "hyper-experiential," Loscalzo said.

"They are going to clap," he said. "They are going to engage themselves in worship. And if they don't do it in your church, they're going to do it somewhere else."

Church consultant Loren Mead says 4,000 churches have

See Super Saturday ..., page 3

## FORE!

### Faith stories are par for the course on PGA golf tour

By David Winfrey  
News Director

LOUISVILLE—As the best golfers in the world compete this week in Kentucky, some of them also are striving for more than a trophy or prize money.

Scattered throughout the tournament standings are players whose Christian faith is making a big-league impact on who they are and what they communicate to fans and co-competitors.

"God has had a tremendous influence on many players on the PGA Tour," said Bobby Clampett, a former player and now a golf commentator for CBS Sports.

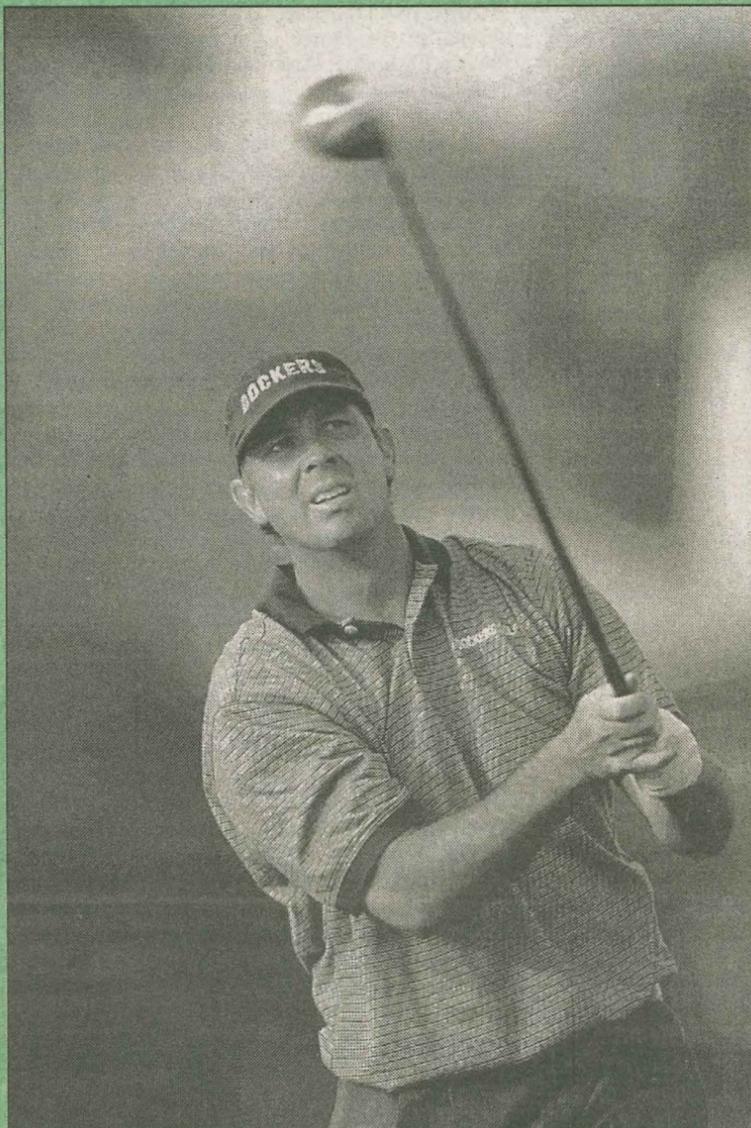
Clampett and others say a growing number of Professional Golf Association competitors are using the rising popularity of golf to share their faith with others.

"The voice of a professional golfer is listened to with real eagerness right now," said Jeff Hopper, editor of Links Players International's newsletter.

Links promotes Christian fellowship among golf amateurs, and its newsletter profiles Christians on the PGA, Ladies PGA and Senior PGA tours.

The popularity of Tiger Woods and, to a lesser degree, the death of

See PGA Tour in ..., page 11



KENTUCKY BOUND 1996 British Open champion Tom Lehman will be among those competing this week in Louisville at the PGA Championship Tournament at Valhalla Golf Club. Lehman, a Christian, also is scheduled to share his testimony Aug. 15 as part of an evangelistic outreach event co-sponsored by the Kentucky Baptist Convention. Lehman and others on the PGA tour are willing to use their celebrity status to promote their Christian beliefs. Testimonies on page 12. (Photo by Keiichi Sato)

## Your church has gone on a mission trip. Now what?

By Ken Walker  
State Correspondent

BURLINGTON—Before church members go on a mission trip, leaders should be prepared to follow up locally on the excitement fanned by the out-of-town project, according to Joy Bolton, executive director of Kentucky Woman's Missionary Union.

Teams that spend a week or two together grow close, creating potential for future missions efforts, said Bolton, a veteran of numerous mission trips.

But waiting until the group returns to plan local outreach efforts will take time and cost momentum, she said.

"A mission trip can be a catalyst for getting people involved in ongoing missions," Bolton said. "I have seen situations where there's such excitement generated by the mission trip that people are surprised at the excitement."

"You can't wait until you get back to figure it out," she said. "By the time they get home and figure it all out, that

excitement has burned out."

Bolton spoke about continuing the excitement from mission trips as part of the Super Saturday events being during the next five weeks.

While leaders should plan other events beforehand, they shouldn't say anything about it, she advised. Instead, they can be ready when participants mention how they could do the same thing back home, or when they ask about the next step back home. Most communities have needs, such as house renovations, tutoring for school children and other social needs that can be met by volunteers, she added.

"You can already have stuff lined up," she said. "When people start talking, you can say, 'We'll meet next week, and this is what we're going to do. People are ready to go.'"

For example, teams that lead backyard Bible clubs while on mission trips can do the same thing near the church. Mission team leaders who are uncertain about their next step should contact their local Baptist association or social service agencies, she suggested.

WMU also publishes two books

with missions ideas, "I Can Do That!" and "You Can Make a Difference."

In addition, group leaders also should be ready to use teachable moments on the trip, Bolton said. People volunteer for various reasons. For some it's a novelty. Others get interested after hearing about a friend's experience, Bolton said.

Such participants might not be familiar with Kentucky Baptist missions offerings. Thus, leaders can talk about how those offerings support missionaries on the field and help volunteers to work alongside them, she said.

Follow-up also is needed to maintain interest. The WMU director said a potluck dinner or dessert fellowship is a good way for members to display pictures of their trip and share testimonies about how they saw God at work.

"Get together to swap stories, pray for the people again and launch the next trip or project," she said.

If the church doesn't have an established mission group, it is also a good time to encourage formation of one, she said. If the church is small or prefers coed groups, WMU sponsors Adults on Mission in addition to its Women on Mission program.

## Super Saturday

## Baptists in Israel make spiritual impact in divided land

**"The Muslims send their children to the Baptist school because of its academic and moral standards."**

*Fuad Sakhnini, pastor of Evangelical Baptist Church of Nazareth*

By Dana Williamson  
*Oklahoma Baptist Messenger*

NAZARETH, Israel (BP)—While the nation of Israel is steeped in Jewish, Orthodox, Arab and Muslim traditions, the nation's small Baptist community remains active.

In Nazareth, although Baptists represent the smallest Christian group in the Arab city where Jesus grew up, the Baptist church there is the mother church of Baptist work in the Galilee, said pastor Fuad Sakhnini.

In Jerusalem, Narkis Street Baptist Church has been a stronghold of the Christian faith since before World War II.

The 400 Baptists in Nazareth might seem miniscule in a city of 70,000 people where cased monks rub shoulders with pilgrims from the world over, and the distinctive roof of the Basilica of the Annunciation dominates the skyline, but Sakhnini maintains there is a unique opportunity to reach people with the message of Jesus.

Home to 30 churches, convents and monasteries, Nazareth is a study in religious coexistence. With Muslims making up 60 percent of the city's population, both the minarets of mosques and church spires dot the Nazareth skyline.

The Baptist church keeps a supply of Bibles in an array of languages, Sakhnini said, noting that "the best way to reach people is to give them the Word of God. Then the

Holy Spirit is responsible to reveal Christ."

Evangelical Baptist Church of Nazareth has planted at least eight works in the area. "We have Hebrew Christian brothers and the work is growing with Arab Christians," said Sakhnini, who grew up in the Greek Orthodox faith. He made a personal profession of faith in Christ after going to church to make fun of born-again Christians.

Many Christians are leaving Israel because they feel they have no future there, the pastor lamented.

"In 1949, there were 340,000 Christians or 3.3 percent of the population," Sakhnini said. "In 2000, there are 130,000 Christians or 2 percent of the population."

Reflecting on his conversion years ago, Sakhnini said as he was convicted of his sins, he went to a Greek Orthodox priest who gave him pictures and icons of Christ, the Virgin Mary and other saints.

"He asked me to kneel before them and pray, and said to lay them on a table by my bed, pray to them each night, and they would help me," he said. "The more I prayed to them, the more miserable I was because they were man-made gods."

The Baptist Convention of Israel owns the school which is housed in the Nazareth church. The school was founded in 1949, when there were not enough schools, especially in Arab sectors.

More than 1,000 students attend the kindergarten through 12th grade

school, including about 300 Muslims.

"The Muslims send their children to the Baptist school because of its academic and moral standards," Sakhnini explained. "It has the highest rating of all Arabic schools, and 80 percent of the students go on to higher education."

Sakhnini said the school was established to give "education plus Christ. The school was not started to be a church or compete with the church, but to be a means of evangelizing."

In Jerusalem, the flagship Narkis Street Baptist Church was established in 1933, then closed from 1941-45 because of the war. It was reopened for a period of six months by Robert Haygood. After Haygood's death, the late Albert Lindsey assumed the pastorate.

Lindsey was appointed in 1944 as a missionary by the former Southern Baptist Foreign Mission Board. He and his wife, Margaret, and their children resided in the Rehavia neighborhood of Jerusalem.

Lindsey gained notoriety in Israel after losing his left leg below the knee when he stepped on a land mine in 1961 as he was crossing the border without authorization to retrieve an orphan detained in Jordan.

Historians list Lindsey as "unquestionably the most prominent among Baptist converts of Israel workers." A former chairman of the United Christian Council in Israel, he was a researcher and Bible trans-

lator and had many contacts with Jewish people in the academic world. He retired in 1986 and died in 1995.

Baptist work in the 3,000-year-old city founded by King David began in 1911 under the name Baptist Convention in Palestine. The name has since been changed to Baptist Convention of Israel. It is supported by the Southern Baptist Convention and has included work among both Arabs and Jews.

Narkis Street Baptist Church has on several occasions been the target of demonstrations and acts of vandalism. In 1974 a group of people set fire to the offices of the Baptist House on the grounds. In 1977 the windows of the building were smashed by a hand grenade placed in a plastic pail.

In 1982 the church was completely destroyed by fire, but city approval to rebuild was not granted until 1988. In 1985, Teddy Kollek, then mayor of Jerusalem, tried to dissuade Lindsey from rebuilding and proposed two alternate sites. However, the mayor launched a public fund for the building effort by opening special accounts in several Jerusalem banks.

The congregation met under a tent until 1991 when it moved into a \$1.7 million, 400-seat facility.

The church facility, currently houses four congregations, including Jerusalem Baptist Church. Messianic congregations have made extensive use of the facilities.

## Some Annuity Board participants face double-digit rate increase

SAN DIEGO (BP)—Some Southern Baptist Annuity Board participants will face a double-digit increase in insurance rates, following recent action by Annuity Board trustees.

Trustees approved a Jan. 1, 2001, rate increase for participants in the board's Personal Security Program and Employer Security Program medical plans, including Medicare primary plans.

The Personal Security Program and smaller groups in the Employer Security Program will receive a 12-month rate increase of 22 percent. Larger groups in the Employer Security Program also will increase for 2001.

"A double-digit rate increase is significant for our participants, but it is needed to maintain the integrity of our medical products," said Doug Day, managing director for insurance services. "This increase was necessary because of the rising costs of health care and prescription drugs, the high utilization of medical services by our participants and our claim expenses continuing to outpace our annual premiums."

"We hope the recent changes in the prescription drug program and the introduction of two Medicare supplement plans in 2001 will help stabilize our medical plans and reduce future rate increases," Day added.

Day also announced the introduction of several new insurance products in the coming months.

This fall the Annuity Board will make available a long-term care product. The coverage will be provided through the General Electric Capital Assurance Company, the long-term care division of GE Financial Assurance.

Effective Jan. 1, 2001, the Annuity Board will begin offering several dental plan choices to participants in the Personal Security Program.

Trustees also heard reports about new products and services made possible by changes to the Annuity Board's mission statement and ministry assignment approved in June

by Southern Baptist Convention messengers.

Annuity Board President O.S. Hawkins said the expanded mission statement will make it possible for us to more fully achieve our vision to become a LifePartner with our participants. Through personal investing and institutional investment management services, we will have new avenues of service opened to us."

"Our staff is diligently working to recommend the selection of strategic vendors that will help us to make the new products and services a success," said John Jones, executive vice president and chief operating officer.

### BAPTIST DIGEST

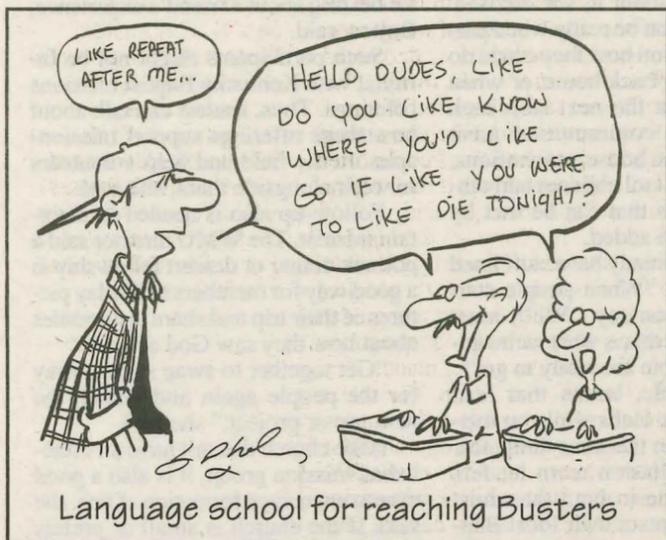
■ **Women's center leader named.** Samford Woman's Missionary Union have moved closer to opening a Christian Women's Leadership Center at Samford by naming Carol Ann Vaughn the center's first director. The center, part of the Baptist-affiliated university in Birmingham, Ala., will enroll its first students in the fall of 2001. It will offer studies to help women prepare in a Christian context for leadership roles in churches, social institutions, government and the general marketplace. Vaughn, former history professor at Judson

College in Alabama, will hold the Eleanor Terry Chair for Christian Women's Leadership.

■ **Ridgecrest seeks alumni.** A group of former Ridgecrest (N.C.) Conference Center summer staff members have established the Ridgecrest Staff Alumni Association. Dave Duncan, a former summer staff member, currently works full-time at the conference center. He said the alumni association hopes to reunite former staff members and friends, participate in volunteer projects and coordinate staff reunions. Former staffers may

contact the association by e-mail at [Ridgecreststaffalumni@junco.com](mailto:Ridgecreststaffalumni@junco.com) or by phone at (828) 669-8022, ext. 5909.

■ **Former editor, missionary dies.** Horace Burns, a former editor of the Baptist New Mexican newspaper and former Southern Baptist missionary, died Aug. 8 at age 85. Burns was editor of the Baptist New Mexican from 1940-43 and also from 1959-66. He was also associate editor of the Texas Baptist Standard from 1946-48. He and his wife, Elizabeth, also served as missionaries to Zimbabwe.



Language school for Busters

## Speaker: Deeper spirituality might start with basics

By Ken Walker  
State Correspondent

BURLINGTON—Developing a closer walk with God starts with the basics, according to evangelist Chris Spradley.

Spradley is among the leaders for Super Saturday workshops during the next five weeks throughout Kentucky. This year's focus is reaching young adults.

He said teachers should start with some simple issues, including making sure students can define the word "Christian."

Too often people age 18 to 28 assume that because they grew up in church or walked down an aisle once, they're a Christian, he said. But Christianity includes a closer walk with God that he compared to developing intimate friendships.

"It's similar to Vince Lombardi in 1967 with a defending Super Bowl championship team," he said, referring to the legendary Green Bay Packers football coach. "He held up a ball and said, 'Gentlemen, this is a football.' We have to start there and define the basics."

Continuing with the football metaphor, Spradley said many churches drop the discipleship ball.

Too many churches hand a Bible

to new believers, point to a pew and leave them alone, he said. But new Christians need instruction in studying the Bible, developing a daily quiet time and praying.

"You can be a Christian for 20 years and still be shallow because you haven't been disciplined," said Spradley, a student at Southern Baptist Theological Seminary in Louisville.

"People have to understand the basics, such as what is sin and why is it such a big deal."

"The primary thing we have to stress is God's holiness," he said. "Yes, he's a God of grace and mercy, but He's holy and righteous."

Spradley added that he is not implying that most young adults lack spiritual training.

He said he sees a generation of young Christians who are enthusiastic about God and want to serve. Today's younger people will change the world as they mature, he predicted.

"Just like Vince Lombardi wasn't trying to insult his Super Bowl team, I'm not trying to insult young adults," Spradley said. "But if there's one person there who doesn't know, we need to go back to basics."

Even mature Christians need en-

couragement to go deeper in their walk with God, he said. Experiencing God is more than growing up in Sunday school and knowing all the right answers, he added.

A deeper relationship with God means knowing more about Him by such activities as studying the Bible and communicating through prayer—both speaking and listening, he said.

"It means expanding your faith and love and experiencing God in a relationship with Him," he said. "It means knowing Him better and that our faith is so great we're willing to take whatever steps He wants us to take. We trust Him, be it in our career, finances, marriage or whatever."

Young adults face several barriers to developing a closer relationship with God, he said, including:

■ **Peer pressure.** Sex, alcohol and drugs are so prevalent in society that it is hard to resist getting involved, he said.

■ **Pressure to succeed.** Today's young people have seen their parents struggle and divorce. But their desire for lasting marriages, good jobs and success create expectations that sometimes are tough to achieve.

■ **Spiritual vagueness.** Many young adults simply don't understand what it means to have a deeper relationship with God, he said.

"We're experiencing Americanized Christianity, 'God is God when I need Him' or 'He's a Sunday-only thing.' Even those who have a daily quiet time and try to reflect the love of Christ in their lives may not know."

■ **Materialism.** Money and possessions are such a defining characteristic that it is hard to avoid getting caught up in that desire.

Practical steps toward a closer walk include increasing knowledge and understanding of Scripture, worship, fellowship and evangelism, Spradley said. The latter is the ultimate goal of an intimate relationship with the Lord, said Spradley, who recently returned from the "Amsterdam 2000" conference sponsored by the Billy Graham Evangelistic Association.

Too many Christians hesitate to witness to others because they look at it as an obligation, he said. But Spradley compared it to a young couple excitedly telling others about their engagement.

"I have some good news, and I want to share it," he said. "It's not work, it's a great opportunity. There's no greater honor than changing the eternal destiny of a person."

**"You can be a Christian for 20 years and still be shallow because you haven't been disciplined."**

Evangelist Chris Spradley

## Super Saturday

## Super Saturday workshops focus on reaching young adults

Continued from page 1

closed every year since 1990 because they misunderstood the changes in culture and refused to alter their strategy to reach the new culture, Loscalzo noted.

Loscalzo also recounted seeing adults engage in freer worship at a Promise Keepers event.

"I thought, 'There is no reason churches cannot experience worship like that,'" he said. "We are going to have to change the way Southern Baptists worship."

Loscalzo and music minister Steve Gray described the strategy for Immanuel's worship, but Loscalzo stressed that he was not describing what all churches should do.

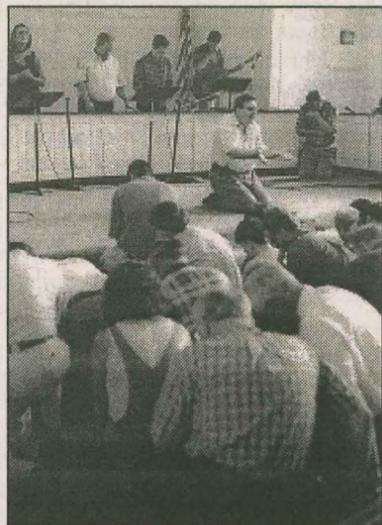
"It may not be the journey you're on or need to be on," he said. Too many churches have blindly tried to imitate Chicago's Willow Creek Community Church, which is noted for its innovative worship style. "We all came back to try to make them into Willow Creek, and most of us got fired."

The key, he said, is studying the community in which one's church is planted and making sure the worship will be relevant to that community.

Immanuel's strategy is to structure worship so that it is intentionally multigenerational, he said.

Gray said many music ministers are taught as if they are to be artists in residence, whose jobs are to raise the musical appreciation of the congregation for the music of "18th century dead white guys."

Gray said he tries to use a variety of music styles, from praise hymns to Southern gospel, to help as many people as possible worship. Different styles of music have different strengths to help Christians understand a complex God, he said.



**PRAYER TIME** Craig Loscalzo, pastor of Immanuel Baptist Church in Lexington, leads participants in a time of prayer and commitment that church leaders would return to their congregations and lead them to make a difference in their communities. Loscalzo also led a session describing the changes made at Immanuel to make worship more relevant to all age groups.

For example, traditional hymns typically are focused on God and His attributes of holiness, strength or love, Gray said.

On the other hand, Southern gospel often talks about the impact God has on an individual Christian. An example of that, he said, is the song, "Since Jesus Came Into My Heart."

And praise hymns, with their simplicity, allow even the musically illiterate to sing the simple melodies, he added.

Immanuel previously had a worship style that appealed to 40 to 90 year olds, Loscalzo said. Now the goal is to help all Christians, from children

### SUPER SATURDAY

This year's Super Saturday conferences feature sessions specifically related to church strategies for reaching young adults.

Future sites are:

■ Elizabethtown, Aug. 19 at Severns Valley Baptist Church.

■ Lexington, Aug. 26 at Immanuel Baptist Church.

■ Paducah, Sept. 9 at Lone Oak First Baptist Church.

■ Somerset, Sept. 9 at First Baptist Church.

For more information, contact the KBC church growth team at (502) 245-4101 or toll free (888) 254-5710.

to seniors, worship.

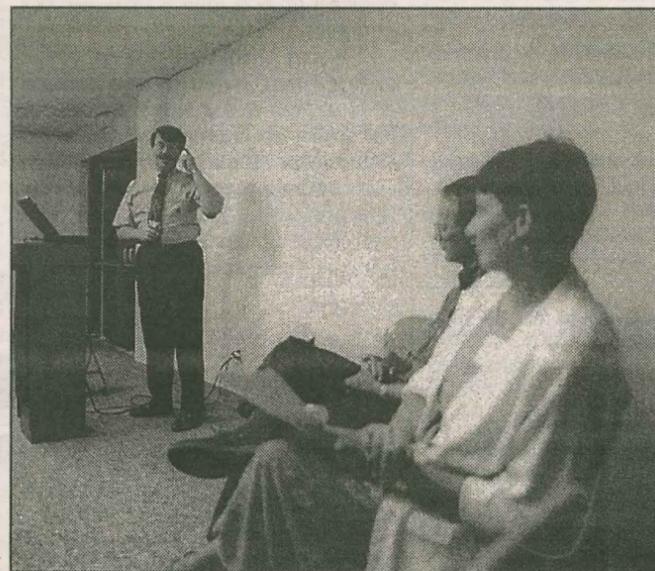
Loscalzo said he avoids the phrase "blended worship" because it often is ridiculed as ineffective. Instead, he stresses unity in the church.

He noted that he did encounter resistance and some members did leave, but others are catching the vision. He said he was pleased when a senior citizen told him he didn't care for a certain praise hymn, but he was glad to see the youth enjoying worship. Loscalzo said he hopes soon to hear a youth say the same thing about a traditional hymn for seniors.

He offered several suggestions for church leaders who are leading their congregations to face the new millennium:

■ **Remind members why there are changes.** Loscalzo said he tries to point out that what's new for church members now often duplicates an aspect of worship with which they already are familiar.

One member said he didn't like the



praise hymns because they were too repetitive. Loscalzo responded, "You mean like 'Alleluia?'"

■ **Use talent within the congregation.** The use of drama at Immanuel has led to the involvement of many more members in worship, Loscalzo noted.

■ **Add to; don't take away.** "Leonard Sweet says in a period of transition you never eliminate something. You add to it," he said. People often will tolerate new things if their old favorites are still there, he said.

■ **Have a theology of worship.** Immanuel's leadership faced some resistance, he noted, but the theological basis for what they were doing guided them as they answered questions about the changes being made.

■ **"I'm OK. You're OK."** Loscalzo said leaders must not give the impression that everything the church did in the past was wrong. Affirm what was done in the past while emphasizing new strategies for a new day, he said.

**DEBT REDUCTION** Rick Robbins, director of missions for Northern Kentucky Baptist Association, leads a Super Saturday workshop on teaching church members to get out of debt. Key principles include restructuring one's life, learning to be content and committing one's finances to God, Robbins said. "Our finances come from God. He gives us the ability to earn," he said.

## WESTERN RECORDER

P.O. Box 43969  
Louisville, KY 40253  
(ISSN 0043-4132)

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*Earnestly contend for the  
faith which was once for  
all delivered to the  
saints.—Jude 3*

Western Recorder is published weekly by Western Recorder Inc., an agency of the Kentucky Baptist Convention, Box 43969, Louisville, KY 40253, except for one week in July and December. For general information, call (502) 244-6470. Fax: (502) 244-6474. Periodicals postage paid at Louisville, Ky.

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**POSTMASTER:** Send address corrections to: Western Recorder, Box 43969, Louisville, KY 40253.

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## We want King James

Recent decisions by LifeWay Christian Resources to alter the literature used by the classes below the adult level in a manner to no longer allow the freedom of churches to select literature with only a King James Version text greatly concern the congregation where God has chosen to place me as well as several other churches in our association. LifeWay may not be aware that a great number of churches have as part of their constitution and by-laws a requirement that only the King James text be used in their worship services and Sunday school classes.

I fear that many Southern Baptist churches will, as some have suggested in our church body, turn to literature printed by other denominations that subtly teaches the doctrines of their denomination. Churches that seek literature in the King James text written by other denominational groups will see over the next generation a move away from those principles we hold dear as Baptists.

Some say there must be a change from the King James text to other versions because young people do not understand what they are reading in the King James text, but in my 24 years as a pastor I have never found the Holy Spirit to have trouble interpreting the King James text to younger children or older adults as long as they seek His guidance.

I would encourage readers to not turn to alien literature just because it is written in the King James text, but rather to express their concern to LifeWay officials. Failure to teach our children sound doctrine results in a religion of frustration and conflict rather than a relationship of faith that produces hope and peace.

Bill Woods  
Berea

## Help right wrong

Did you know that in most states the penalty for raping a child is a 20-plus year prison sentence—unless the perpetrator happens to be related to the child? Sounds crazy, doesn't it? When I first read about this I thought so too. It's a ghastly surprise, but thankfully, something is being done about it.

U.S. Rep. Robert Ney of Ohio has introduced the Child Abuse Reform and Enforcement Act (HR 2382), known as the CARE Act. Rep. Ney's bill will remove the "incest exception" allowing the perpetrator, by whom many victims feel they are "owned," to be prosecuted with a more appropriate sentence.

According to Rep. Ney's office and the Congressional Research Office, Kentucky is one of the states that has laws that could be interpreted to create such a loophole in prosecuting parents or other relatives who sexually abuse their own children.

This exception to the rape of children was never the will of the American people. The effects of such crimes against kids are long lasting; we see it here at Kentucky Baptist Homes for Children every day.

The trauma is exacerbated when the perpetrator gets a slap on the wrist as the victim struggles with the pain. They cry out, "It isn't fair!" and they are right.

Your help is needed to right this wrong. At this writing, Rep. Ken Lucas is the only Kentucky legislator co-sponsoring Rep. Ney's bill. Pull out a pen and paper and write all of our U.S. Representatives, urging them to get on board. You can find their names and addresses on our Web site at [www.kbhc.org](http://www.kbhc.org). If you don't have access to a computer, call us at (800) 456-1386.

Bill Smithwick, president  
Kentucky Baptist Homes for Children

## Avoid "gay" label

I have been a reader of the Western Recorder for many years and have never written to you until now.

There is a consistent use of the word "gay" in describing a homosexual that really upsets me. I feel a homosexual should be called as it is. I'm sure there is nothing "gay" about being a deviant, and I also feel that using the incorrect wording gives them the feeling of being accepted as normal.

I wish the Western Recorder and other Christian publications would refrain from using the word "gay" in referring to a homosexual. I do not think we should allow ourselves to embrace their wishes to be called gay.

Norman Blankenship  
Edgewood

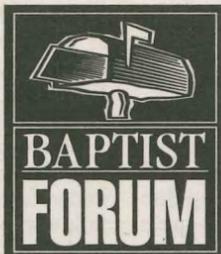
## Troubling schedule

I am writing to express concern about the scheduling of the "MarriageFest 2000" conference on Sept. 29-Oct. 1, 2000. The concern I have is that this conference goes through a Sunday, which means our Kentucky Baptist Convention family ministry department has scheduled an event that conflicts with Sunday services in the local churches.

Many pastors already have concerns about parachurch ministries that draw people out of the local church. To find our Cooperative Program dollars going to a conference that does the same is very disturbing to me.

I expressed my concerns directly to Karl Babb with the family ministry department and he was very gracious and listened carefully to my concerns. However, I told him that I would be writing this letter since I simply cannot agree with this scheduling. The local church is the biblical entity for the gathering of God's people. Our convention organizations do not exist to work against the local church.

Tim Estes  
Warsaw

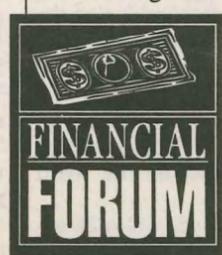


## GIVING

### Charitable giving can benefit both giver & recipient

By Laurie Valentine

Making charitable gifts during your lifetime does not have to be an "all or nothing" proposition. There are many gifting opportunities that allow



you to make a charitable gift now, while retaining the right for you or others to receive income for life or a term of years.

One way to give now but continue to receive benefits from the gifted property is through the creation of a charitable remainder trust.

A charitable remainder trust is an arrangement in which you, as donor, transfer cash, investments or real estate to an irrevocable trust which is set up to pay you (or someone else) a designated income stream for life or a term of years. At your death, or the end of the term of years, the remaining assets in the trust pass to the charities you have named in the agreement.

There are two options for the income stream that you can receive.

If you wish to receive a fixed payment that is determined at the time the trust is created and never changes, a charitable remainder annuity trust is the choice for you.

If you would prefer a payment that varies with the investment experience of the trust assets, a charitable remainder unitrust that pays you an amount each year equal to a designated percentage of the value of the trust assets, as revalued each year, is the option for you.

Using appreciated assets such as stock or real estate can increase the benefits of making a charitable remainder trust gift. Your income tax deduction is based on the current market value of the asset, not your cost basis, and you incur no capital gains when you gift the appreciated asset to the trust. If the charitable remainder trust sells the asset, it owes no capital gains tax because this type of trust is exempt from taxes. The result is that the full value of the gifted property is available for investment by the trust.

The availability of a charitable income tax deduction equal to the present value of the charity's remainder interest, coupled with a potentially larger income stream, may make this type of giving the best way to meet personal financial needs and accomplish Christian stewardship goals.

Laurie Valentine is trust counsel for the Kentucky Baptist Foundation

## PARTNERS IN THE MISSION

### KBC staff active in outreach efforts

I am grateful for the outreach in evangelism and ministry by the Kentucky Baptist Convention staff. In addition to their service in their local churches, many are involved in missions projects and other outreach activities. Right now for instance, Kentucky Baptist Convention staff members are active in the planning and implementation of such outreach projects as a Kentucky State Fair exhibit, a special PGA outreach dinner and a statewide blood donor drive.

The PGA golf dinner is an especially exciting opportunity. Last fall, Denise Withers of our communications/media department invited me to attend the initial meeting, along with leaders of the Christian Businessman's Association, to plan a special outreach during this year's PGA Championship in Louisville. The purpose of the dinner is evangelism. Well-known Christian golfers will share their testimonies and encourage participants to utilize the

response cards at their tables to record their spiritual decisions. Each believer is to buy a ticket for and bring an unsaved friend. Thorough follow-up has been planned.



Bill Mackey

Bobby Clampett, the well-known golf commentator, will serve as the moderator for a panel made up of golf pros Steve Jones, Loren Roberts and Tom Lehman who will share testimonies. More than 1,000 people are expected to attend.

The Kentucky State Fair provides us with another exciting outreach opportunity. For several years now the KBC staff has organized and staffed an exhibit. In some cases family members join in the fun and witness. Kay and I look forward to being there for opening night. The theme this year will be Noah's Ark.

The KBC staff also will be involved in the Operation Cooperation blood drives and fun runs that are a part of our celebration of the 75th anniversary of the Cooperative Program.

In addition to being donors, staff will be assigned to assist at as many of the 60-plus donor locations as possible.

Recently, the KBC missions growth team conducted a missions project in West Kentucky Baptist Association coordinated by Director of Missions Charles Blair. During a tour of the association with Charles, I saw the excellent work that had been done.

Campus ministers also involve hundreds of students in spring break and summer mission projects across the Commonwealth, the United States and around the world. Our campus ministers enlist, train, assist in fundraising and accompany students. Other students are involved in summer missions, semester missions and ministries with local churches.

The above events and emphases represent only a few of the 100-plus ministries where KBC staff members are involved. I am very pleased to work with a staff that has such a high level of commitment to serve our Lord and Kentucky Baptists in fulfilling the Great Commission.

Bill Mackey is executive director of the Kentucky Baptist Convention

## If changes prompt frustration, compare expectations, reality

**Q: My father moved from out of state to be closer to me and my family. We had an excellent relationship before he moved here. However, now that he is here we have difficulty getting along. How can we avoid arguing about things that are not that important?**

The fact that the move has not gone as well as everyone expected is somewhat common. Trying to determine what the issues are that create the conflict is critical. Without talking with you both, I can only make some educated guesses regarding these reasons. I believe the potential for productive conversation about the tension does exist. If this is not the case, you need the assistance of a pastoral counselor.

Talk about what your father's life was like before he moved. What was his daily routine like? Who did he see regularly? What did he enjoy doing and with whom? Then discuss what he thought life in your community would be like. What did he think he would be doing on a typical day? Who would he be doing activities with? What would be the main differences between there and here as he sees it? Follow with questions about what it is really like to live here. What are his current activities and with whom? Is he busy doing those things he thought he would be doing or is he not able to do those things he hoped to do. If not, why?

The problem may center around his expectations of what the move would do to fulfill his desire for being closer to you and your family. A reality check explaining what is and is not happening regarding what he hoped would happen may uncover the solution to the tension.

There were positive and negative aspects of his life in his old community. How do those conditions compare with positive and negative aspects of actually living in your community? I suspect that the source of the tension lies in that comparison. Are the expectations of what it is like to live here realistic?

By clarifying the differences between the expectations and reality, you may discover the answers to the situation. Both of you want to make the circumstances and conditions beneficial for everyone involved. Determine how each of you will do that specifically—*Jon Rainbow*

**Q: We have a wonderful group of youth at our church. Why don't more adults speak up for the good kids in our society? It seems that all we hear is negative.**

You make an excellent point. There are many outstanding youth in this generation. Yet it seems that good news does not sell as well. We need more media attention on successful teens. Perhaps concerned adults need to use our influence to ask for more "spotlight on youth" type news in the media.

If each adult who reads this would ask one newspaper, television station or radio station to begin "Good News Youth" coverage, we might see a difference. Maybe even the Western Recorder could have a brief section about what youth are doing for good around the state.

On the personal level, we can catch teenagers being good and affirm them. We can simply tell them how proud we are of their actions and attitudes. We are quick to call them down. When will we be just as fast to sing their praises? We can stimulate youth accomplishments by supporting more awards programs and achievement-based scholarships. Let's be pro-youth—*Wade Rowatt*

*Family Forum writers are David Garrard, minister to children at St. Matthews Baptist Church in Louisville; James Stillwell, minister to singles at Immanuel Baptist Church in Lexington; Jon Rainbow, a clinical gerontologist and professor at Southern Baptist Theological Seminary; and Wade Rowatt, director of the St. Matthews Pastoral Counseling Center in Louisville. Send questions for Family Forum to Western Recorder, Box 43969, Louisville, KY 40253 or e-mail us at wesrec@ntr.net.*



## Will Baptists ever stop their bickering?

Just a few months ago, it was George W. Bush vs. John McCain and Al Gore vs. Bill Bradley. As the presidential primary season wound down, however, Republicans and Democrats each closed ranks behind their leading candidates. Rather than battling internally, each party turned its attention toward defeating its main opponent.

Southern Baptists could take a lesson from secular politicians. While we've done a thorough job of fighting internally for the past two decades, we've somehow forgotten to call a truce and focus our energies on our common enemy.

Consider a couple of recent examples:

■ Keith Parks, former president of the Southern Baptist Foreign Mission Board-turned Cooperative Baptist Fellowship missions leader, recently accused current Southern Baptist Convention leaders of gaining control through takeover tactics "based on deceit, on lying, on cheating."

Former SBC President Morris Chapman, now president of the SBC Executive Committee, responded by claiming Parks "has a well-founded reputation of being unpleasant in his dealings with people he disagrees with." Chapman also warned that "disgruntlement and bitterness spoils a man's spirit, jades his judgment and sometimes warps his integrity."

■ Leaders of the Texas Baptist General Convention of Texas, displeased with the current direction of the SBC, continue to distance themselves from the national convention. After Texas Baptist messengers voted last year to affirm the 1963 Baptist Faith and Message statement, state convention President Clyde Glazner described the SBC's 1998 family amendment as "Neanderthal." Al Mohler, president of Southern Baptist Theological Seminary in Louisville, labeled Glazner's remarks "denominational grandstanding."

This year, Texas Baptist leaders are considering several options that would decrease the amount of Cooperative Program funds channeled to SBC causes. "For some time now," Glazner declared, "a true Baptist could not support some of the agencies in SBC life."

**STRAIGHT FROM THE EDITOR**



Trennis Henderson

Calling Texas Baptist efforts to reduce national CP support "unwarranted," Chapman accused those promoting that plan of having a "fervent and bitter anti-SBC spirit." He urged Southern Baptists in Texas to "turn away from those who would diminish the spirit of cooperation and block the view of the whole world."

The fact is that the SBC and CBF have very different views of denominational life. The primary hallmark of current SBC leaders is the inerrancy of Scripture. CBF leaders tend to champion diversity, women in ministry and soul competency.

While both groups cite missions and evangelism as foundational goals, leaders appear unwilling to set aside such accusations as "deceit," "bitterness," "Neanderthal" and "anti-SBC spirit" long enough to seek common ground. SBC leaders actively reach out to other "Great Commission" evangelical groups to advance the spread of the gospel, yet both sides in the Baptist battle continue to hold grudges, call names and act generally un-Christian toward each other.

The growing rift between Texas Baptists and national leaders is even trickier. While Chapman is responsible for promoting national CP support, the fact remains that state convention messengers have the right to designate their budget funds as they choose. The Cooperative Program remains a grassroots phenomenon. Baptist leaders must be careful to avoid even the appearance of a top-down national hierarchy.

Acknowledging that "no one can tell individual Southern Baptist churches how to give their money," Chapman adds that "we must strive for an even higher level of cooperation and work together as partners to bring in the harvest for the glory of God."

How? The best way is for leaders in Texas, the SBC, the CBF and elsewhere in Baptist life to set aside animosity, find appropriate areas of cooperation and focus on defeating the common enemy.

"How good and pleasant it is for brothers (and sisters) to dwell together in unity," Psalm 133:1 counsels. Do you think God really meant it?

## How can churches address violence?

By Jim McKinney

*Make a chain: for the land is full of bloody crimes, and the city is full of violence (Ezekiel 7:23).*

The man entered a Baptist church in Louisiana during a Wednesday evening prayer meeting. Without warning, he shot and killed his 25-year-old wife, their 2-year-old son and another church member. Four church members were wounded due to their proximity to the intended victims.

Traditionally we think of a church building as a place of safety. In fact, we call the place where we meet to worship the sanctuary.

Everywhere we turn there is evidence of violent behavior. It's all around us—in the headlines, on television. It permeates the entertainment industry and the audience exposed is getting younger.

One compelling question is, "What can churches do to address this epidemic?" No one today has an answer for all of the manifestations of violent behavior in society.

From road rage to domestic vio-

lence, from school violence to suicide, the behaviors come in many forms. All have at their core the sinful nature of man. The challenge is to effectively address an issue that is widespread and destructive.

The only real long-term solution is changed behavior, and the only way to achieve genuine change is

when the offender (sinner) wants to change. Courts can order change but they cannot guarantee it. Real motivation for change comes through conviction by the Holy Spirit. The emphasis should be on permanent change as the result of a relationship

with Jesus Christ. Evangelism is a vitally important function that churches can and do assume will impact lives. Winning the world one person at a time is the ideal.

A second approach to violence is needed because not all offenders will listen to an evangelistic witness or submit to Jesus Christ as personal Lord and Savior. In fact, many violent offenders and even some crime victims may be hostile to any exposure to the gospel. Some suggestions include:

■ Education. Learn about the dy-

namics of violent behavior. Christians need to know why some victims stay in violent relationships. We need a better understanding of issues like power and control that often are demonstrated in domestic violence cases. We need to address issues that surface in school violence. When was the last time your church conducted a Bible study on issues related to violence? Can you remember a time when training of this type was provided to church leaders, pastors or chaplains?

■ Sensitivity to the unique needs of crime victims. So often we expect victims of violent crime to "bounce back" and act like nothing happened. Did you know domestic violence victims are at their greatest risk at the time they decide to leave their abuser? Most domestic homicides occur after separation or divorce. A working knowledge of local service providers could help victims. A referral to one of these service providers could save a life.

It is unrealistic to believe that violent behavior will suddenly disappear and that we all will "just get along." It is not unrealistic for churches to take the lead in addressing this tragic issue.

*Jim McKinney, bivocational pastor of New Enterprise Baptist Church in Somerset, is an instructor for the Kentucky Department of Criminal Justice Training*

## Campbellsville's 'Heartland Outreach' meets area needs

### Campbellsville University

Founded: 1906  
Location:  
Campbellsville  
Enrollment: 1,615  
President: Mike Carter

By Joan McKinney  
Campbellsville University

CAMPBELLSVILLE—Campbellsville University's theme of "The Joy of Serving and Learning" will be evident as students return to campus this month.

Students will have an opportunity to participate in the Kentucky Heartland Outreach Program which provides service projects in the community and region.

Campbellsville President Mike Carter described the program as "an exciting ministry that allows Campbellsville University students to develop leadership and brings high school students and church leaders to campus. The program is helping people, and that's what Campbellsville University is about."

As the university's academic programs grow, new professors have been added in communications, journalism, math, business, English as a second language, criminal justice, theology and education. "We know students will be pleased with the solid academic credentials, love of students and commitment of the faculty," Carter said.

The university offers six mas-

ter's programs: the master of business administration, master of arts in Christian studies, master of arts in education, master of arts in social science, master of music in church music and master of music in music education.

Campbellsville has received a \$2 million grant from the U.S. Department of Housing and Urban Development. It will provide funding for the construction of a new technology training center. The center's three primary components focus on occupational training in industrial technology, accelerated computer operations and entrepreneurship and small business ownership.

Carter said the new center will help Campbellsville "become a leader in training in the technology field. We are excited about the opportunities the center will offer."

The facility also will be a certified local training academy for Cisco Systems Inc., a corporation involved in the design, building and maintenance of computer networking systems. The partnership will

allow Campbellsville to train students and others in the area to fill the demand for trained employees in the computer networking field.

The first two weeks of the new school year provide opportunities for new students to become active socially and spiritually on campus.

"Freshman Week" and "Welcome Week" include activities such as an ice cream social, cookout with the president, Ha-

waiian karaoke and a

"Who Wants to Be a Millionaire?" competition. "Sunday Night Explosion" and a Baptist Student Union picnic offer spiritual activities.

"Our new director of student activities and intramural sports, Andrew Ward, has worked hard to plan these activities," Carter said. "We understand how important the first weeks of college are, and we want students to feel right at home."

The campus community will celebrate a variety of activities during Inauguration Week Sept. 11-15. Carter's official inauguration as president is at 10 a.m., Sept. 15 at Campbellsville Baptist Church with

a campus-wide reception and barbecue following the ceremony. The public is invited.

Other activities during the week include a prayer breakfast, community leadership luncheon, student cookout and campus-wide cleanup, inaugural convocation and a tree planting ceremony and reception.

The university will host "Family Weekend" Sept. 29-30 for parents and other family members to visit Campbellsville and participate in several on-campus events.

Homecoming is Oct. 13-14 with one highlight being a concert by award-winning Christian vocalist Larnelle Harris. The concert will be at 8 p.m. at Powell Athletic Center. Tickets are \$10 in advance; \$12.50 at the door. The concert will benefit Campbellsville's scholarship fund.

Other homecoming events include reunions, open houses, campus tours, Clay Hill Memorial Forest Nature Tour, a homecoming parade and an alumni baseball game.

For information about activities at Campbellsville, contact the school's office of public relations and marketing, at (270) 789-5214 or (800) 264-6014 or by e-mail at mcjoan@campbellsvil.edu.



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\$10.00 (If not staying in Galt House)

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For more information, Contact the  
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[Keith\\_Inman@kybaptist.org](mailto:Keith_Inman@kybaptist.org)

KENTUCKY BAPTIST CONVENTION

# KENTUCKY

## Fine arts center nears completion on Cumberland campus

By Brenna Smith  
Cumberland College

WILLIAMSBURG—As Cumberland College enters its 111th year of providing liberal arts education, President Jim Taylor said the Kentucky Baptist-related college "will continue to strengthen our Christian commitment—mind, body and soul."

Part of that commitment includes an ongoing effort to improve and expand facilities on the school's Williamsburg campus. Students returning to campus this fall will witness several capital projects nearing completion.

The Grace Crum Rollins Fine Arts Center is slated to open in early fall. In addition to classroom and office space, the facility will house the communication arts department, Kohn Theatre, Joan Day Foyer and TV and radio production facilities.

The Kleist Men's Residence Hall is scheduled for completion in September. The new residence hall, fully wired for computer access, will house 96 men in 12 suites. It also houses Gheen's Chapel.

The school's renovated West Hall was renamed Cook Hall earlier this year. Renovations included the addition

of a pillared entrance to give the facility architectural continuity with other campus buildings. A lobby and a study area with computers also were added.

Three additional Hutton Townhomes providing housing for faculty and staff were completed this summer and construction of the new Doyl Buhl Baseball Stadium is under way. Within the next few months, campus officials also will break ground on Hutton Hall, a new women's residence hall.

Cumberland's mission-oriented organizations have worked throughout the summer to minister to people in Kentucky and around the world. Leaders of Mountain Outreach, the college's construction ministry, completed four homes for families in the Whitley County area with the help of more than 500 volunteers from 13 churches. Since the program's inception in 1982, volunteers have constructed more than 90 houses.

During the past year, more than 5,000 people have received clothing through the college's Mountain Out-

reach Warehouse. Cumberland's Appalachian Ministries also worked with hundreds of volunteers from across the nation, conducting backyard Bible schools, vacation Bible school and day camps.

Sixty-eight students from Cumberland served this summer on mission fields. With one of the largest Baptist Student Unions in the state, Cumberland students ministered to people from Kentucky to Bosnia.

Cumberland College also hosted more than 2,300 people for various camps and retreats held on campus this summer. The annual Pastors, Staff and Family Conference, held July 17-19, provided pastors, church staff and their families a time for fellowship, Bible study, renewal and relaxation.

Sixty-one middle school students attended Crosspoint on Cumberland's campus. Youth groups from churches in Kentucky, Alabama, Tennessee and Virginia converged

on the campus for a week of sports, worship and Bible study.

Campus leaders also hosted two new student orientation sessions this summer. Each session attracted more than 200 students, bringing the expected number of new freshmen for this year to more than 400.

Cumberland students also excelled in academic competition during the past year.

Competing against teams from around the world, the Cumberland College "Odyssey of the Mind" scholastic team recently won its category of the World Finals Championship in Knoxville, Tenn.

"We have a quality group of students who are attending Cumberland College to receive an education enriched with Christian values," Taylor said.

"We strive continually to improve our campus, update our technology and refresh our spirit," he added. "What we do speaks so much louder than what we could possibly say that our reputation does not, in any way, exceed the college's quality."

### Cumberland College

Founded: 1889  
Location: Williamsburg  
Enrollment: 1,727  
President: Jim Taylor



## Back to College

## Georgetown names Pollard new provost & dean of the college

GEORGETOWN—William Pollard, the new provost and dean of the college at Georgetown College, will be the keynote speaker at Georgetown's opening convocation Aug. 29.

Pollard previously served five years as vice president for academic affairs, dean of the college and professor of English at Huntingdon College in Montgomery, Ala.

In his new position at Georgetown, he will be responsible for administering the academic policies and programs of the Kentucky Baptist-related college. Pollard, a native of Pleasureville, is a graduate of Centre College and Duke University.

"I'm excited about Dr. Pollard's vision and his commitment to Christian education," noted Georgetown President Bill Crouch. "He has achieved excellent results in his past roles."

As students return to campus this fall, special shows and performances will range from an exhibit of Japanese national treasures to a concert by The Drifters.

The Japanese art exhibit will be on display Sept. 23 through Oct. 6 in the college's Anne Wright Wilson Fine Arts Building Gallery. The exhibit will feature the works of artist Watanabe Kazan, a political martyr who died in 1841. The exhibit is in honor of the 10th anniversary of Georgetown's sister city relationship with Tahara-cho, Japan.

The Drifters' performance will be part of the school's 17th annual Foust Artist Series. The 2000-01 series features five performances including:

■ Lexington Ballet Company, Sept. 28, performing six original pieces by artistic director Frank Galvez.

■ National Shakespeare Company, Oct. 2, performing "Hamlet." This is the third year in a row the company will perform at Georgetown.

■ The Drifters, Feb. 11, 2001.

■ ANAM band from Edinburgh, Scotland, April 5, 2001.

■ Nikky Finney, a poet from Lexington, will be on campus on a date to be announced.

Stephen May, a professor of English at Georgetown, is nearing completion of an index of approximately 30,000 poems from the reign of Queen Elizabeth I of England. May has received fellowships this year for research at All Souls College at Oxford University, the Folger Shakespeare Library in Washington, D.C., and the Beinecke Rare Book and Manuscript Library at Yale University.

The 1999-2000 academic year was the first year Georgetown students had the opportunity to study at Regent's Park College of Oxford University through a partnership between the two institutions. Georgetown students also are scheduled to study at Regent's Park during the coming year.

In sports, the Georgetown Tigers football team and women's volleyball team both completed successful seasons last year.

The football team opens its 2000 season Sept. 2 by visiting St. Francis of Illinois. The first home game is Sept. 30 against North Greenville of South Carolina. This year's homecoming game is Oct. 14 against Lambuth of Tennessee.

Georgetown's football team compiled a 13-1 record last season, finishing as runner-up in the NAIA national playoffs. Returning quarterback Eddie Eviston was the 1999 NAIA player of the year, the first Georgetown player so honored.

The women's volleyball team was among the nation's leaders last year with a 40-5 record. The team will open its 2000 season Aug. 25-26 in a tournament at Palm Beach Atlantic College in Florida. Coach Donna Hawkins is a new inductee into the NAIA Hall of Fame.

### Georgetown College

Founded: 1829  
Location: Georgetown  
Enrollment: 1,672  
President: Bill Crouch

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## How is faith affecting the 2000 presidential election?

### What does Bush mean when he says 'compassionate conservatism?'

By David Gibson  
Religion News Service

PHILADELPHIA (RNS)—Now that George W. Bush has the Republican nomination in hand and his eye on the fall campaign against Al Gore, voters can expect to hear more about the "compassionate conservatism" that has been a staple of his stump speeches.

But more than just a campaign tactic or a device to draw in voters with a sunny slogan, this theme of compassionate conservatism draws on a deep vein of personal religiosity in Bush that could have an impact on all Americans if he is elected come November.

For Bush, faith and politics are intertwined, and favorite phrases like "armies of compassion" are rooted in a Christian lexicon that comes easily to a man who talks more openly and fervently about his Christian faith than any other recent presidential nominee since Jimmy Carter.

This "compassionate conservatism" that Bush repeats like a mantra is a catch-all phrase that is as much an attitude of governing as it is a detailed program.

In brief, it is a philosophy that encourages volunteerism and private charity while providing direct government aid to "faith-based" organizations, mainly churches, to carry out social welfare programs that would be relinquished by state and federal governments.

While many people find this talk appealing, if vague, others find compassionate conservatism disturbingly tied to a single sectarian viewpoint—namely, a conservative evangelical vision that some other Christians, as well as believers of other faiths, consider alien to their interpretations of the Bible.

Certainly all presidential candidates publicly espouse faith in God—the born-again Al Gore is no exception—and want to be seen as caring toward the less fortunate. But Bush is unique in his willingness to embrace a very particular religious philosophy that he got almost in toto from a University of Texas professor, Marvin Olasky.

Olasky is an idiosyncratic thinker who was raised as a Jew, once agitated as a communist, and then 15 years ago rejected atheism and Judaism to become a conservative born-again Christian and one of the most influential GOP intellectuals of the last five years—as well as a close Bush adviser.

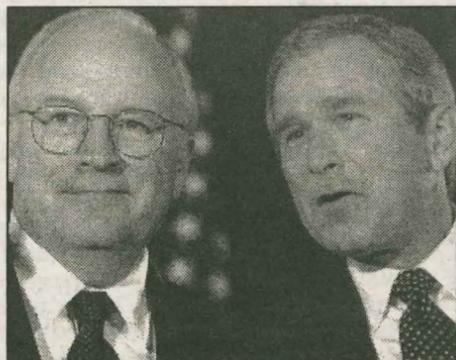
"Compassionate conservatism is clearly tied to one particular faith, indeed, to one specific vision of God," said Welton Gaddy, a Baptist and head of the Interfaith Alliance, which promotes religious participation in the public square but which is leery of Bush's approach.

"The language and ideas of compassionate conservatism as defined by Marvin Olasky up through George W. Bush come out of the evangelical Christian tradition, with some hints of fundamentalism," he said.

Olasky himself disagrees, and in an interview argued that in spite of compassionate conservatism's grounding in his own born-again experience, its principles are shared by all faiths.

"Whether it is Judaism, Christianity or Islam, all have an emphasis on compassion," said Olasky, who first expounded his ideas in his 1992 book, "The Tragedy of American Compassion."

"It certainly goes beyond evangelicals. When I started researching this, I looked at



Cheney & Bush

what Catholics and Jews have done, and they are very similar to my ideas," he said.

Not everyone in those communities agrees.

"I would certainly not see much of a reflection of Catholic social principles in there," said Thomas Bokenkotter, a Cincinnati priest and one of the nation's leading authorities on the Catholic social justice tradition.

Bokenkotter said Olasky's and the GOP's stress on individualism, their antagonism to unions and a reliance on market forces to correct social inequities "are almost a religion for Republicans" and tend to contradict Catholic beliefs.

Many Muslims are also leery of compassionate conservatism because of its clear sectarian resonance in a predominantly Christian country.

While she says she admires Olasky's earnest faith, Azizah Al-Hibri, a Muslim scholar at the University of Richmond, said Olasky's philosophy "comes from his own beliefs without recognizing the consequences."

Jewish critics also claim that when Olasky talks about his debt to Jewish thought, he cites passages selectively, like his frequent mention of the eight levels of charity as defined by the 13th century Jewish sage Maimonides, who called personal involvement the highest level.

Under such an interpretation, they say, almost any faith tradition can be made to conform to the traditional evangelical Christian notion of changing society by transforming individuals through individual effort—a retreat, critics argue, of the "thousand points of light" that Bush's father promoted.

Skeptics within the mainline Protestant tradition also say compassionate conservatism relies far too heavily on a stern, Calvinist view of God—what Bush has called "severe mercy"—which stresses punishment and reward rather than unconditional love and grace. Or, as the motto of one faith-based anti-poverty program has it, "You don't work, you don't eat."

That is a religious view, said Gaddy, "that recognizes prosperity as a sign of good character and poverty as a sign of wrongdoing."

If Bush does triumph this fall, Olasky cautions that the victory will not guarantee a sudden, clamorous conversion of American society.

"There's a certain amount you can do through policy by reversing obstacles to religion. But you can't mandate it (compassion)," Olasky said. "This is going to be a process that goes on for a long time."

### Leiberman's attention to the Sabbath requires campaign trail adjustments

By Kevin Eckstrom  
Religion News Service

WASHINGTON (RNS)—If Vice President Al Gore wins in November and is sworn in as the 43rd president on Jan. 20, Inauguration Day, there is some question as to whether his running mate, Sen. Joseph Lieberman, will be there with him.

Saturday, Jan. 20, 2001, falls on the Jewish Sabbath, and Lieberman, an Orthodox Jew, does not work on the Sabbath.

On the Sabbath, Lieberman does not drive and would have to walk to the Capitol—something he's been known to do in the past. As an observant Jew, he could not sign or write anything—Orthodox Jews consider writing work, and will not lift a pen.

Lieberman's rabbi in Stamford, Conn., was unsure whether taking the oath of office was work or not, but he's already decided what advice he'd give Lieberman, whom he has known for more than 50 years.

"So he'll walk to the Capitol, what's the big deal?" said Rabbi Joe Ehrenkranz, the spiritual leader of Congregation Agudath Shalom. "If he asked me, I'd tell him to go."

Gore's surprise pick of Lieberman—the first Jew nominated for a major party ticket—stunned political and religious leaders. Jews buzzed with excitement over the possibility of the first Jewish vice president—and possibly president.

"Vice President Al Gore's selection of Sen. Joseph Lieberman is the political equivalent of landing a man on the moon," declared Rabbi Marvin Hier, dean and founder of the Simon Wiesenthal Center in Los Angeles.

But before Lieberman can be elected, he faces three grueling months of campaigning and the delicate task of melding the demands of his Orthodox Jewish faith with the daily rigors of a campaign.

It is a challenge that Lieberman is accustomed to. He will not campaign or work on the Sabbath, which for Jews starts on Friday at sunset and ends at sunset on Saturday.

Observant Jews attend synagogue service Friday night and Saturday morning and avoid anything that could be considered work—even such simple tasks as flipping a light switch or pushing an elevator button.

When pressing business summons him to the Capitol on the Sabbath, Lieberman walks the three miles from his home in Georgetown. If he is needed for a vote, an aide will drive to his house or synagogue and let him know.

Rabbi Barry Freundel, Lieberman's Washington rabbi at Keshet Israel, said Lieberman has worked out a balanced system that allows him to be both a public servant and a dutiful follower of God.

"He has, in the past, not campaigned on the Sabbath or on holidays," Freundel said. "He has done his job, and once it gets into a situation when people's lives are involved, the Sabbath can be violated."

Lieberman also keeps kosher, which could present some minor headaches for the Gore campaign to provide both kosher and non-kosher foods. "At worst, it means he misses a meal or has to eat some vegetables or fruit," Freundel said.

Perhaps the demands of Lieberman's faith will be seen most dramatically in the critical



Gore & Lieberman

month before Election Day when he will take several days off from campaigning to observe the holiest Jewish holiday, Yom Kippur, which begins Oct. 8.

Lieberman considers himself a "modern Orthodox" Jew who adapts most of the trappings of the faith, but not all of them. Some ultra-Orthodox Jews, for example, wear long beards and dark hats, which Lieberman does not do. At a minimum, most Orthodox wear skull caps, something Lieberman has chosen not to do outside the synagogue.

Appearing outside his Connecticut home on Aug. 7 after Gore chose him for the No. 2 spot, Lieberman said his faith is essential to his understanding of public life.

"My faith is part of me," he said. "It's been at the center of who I've been all my life. Without God, I wouldn't be here. That's where it all begins."

Observers say Lieberman, if elected, will be the first vice president or president to so outwardly display the tenets of his faith. Jimmy Carter perhaps came close, but scholars say his faith was more personal, more inward.

"Not only is he the first Jew, but he's the first person whose religious observance is regulated by his faith," said Rabbi Yechiel Eckstein, an Orthodox Jew and leader of the International Fellowship of Christians and Jews. "You don't have that same level of regulation in Protestantism and in Catholicism, which is maybe closer, but I don't think it's quite the same."

Jonathan Sarna, the Braun professor of American Jewish history at Brandeis University in Waltham, Mass., said voters will soon see that Lieberman's faith—and its very public demands—are central to his identity, both public and private. For Orthodox Jews, Sarna said, the outward expressions of faith reflect an inner devotion to God.

Keeping kosher and observing the Sabbath "are really central to his identity, much as vestments might be central to the identity of a priest," Sarna said. "It's what sets him apart. And to an Orthodox Jew, the one day of Sabbath makes all the other six days possible."

Richard Land, president of the Southern Baptist Convention's Ethics & Religious Liberty Commission, said most Southern Baptists won't be opposed to voting for a ticket with an Orthodox Jew. He told USA Today that Lieberman's "Jewishness is a plus, not a minus."

"This country is more than ready for a Jewish president," Land told the newspaper. "The fact that he is a serious Jew ... would only enhance his standing as a candidate with most Southern Baptists because it shows he is a person who cares deeply about his faith and brings that understanding to his handling of public policy issues."

### ANALYSIS CAMPAIGN 2000

# Church Compensation Study 2000

A report of church financial support for pastors, staff ministers, secretaries and custodians

Supplement of the Western Recorder

## What You'll Find Here

## A Summary of This Year's Trends and Findings

This report is a joint project of Kentucky Baptist Convention's Leadership Development Team and Annuity Department, in cooperation with 17 other Southern Baptist state conventions. Participating in the study were Alabama, Arkansas, Florida, Georgia, Hawaii, Illinois, Iowa, Kansas-Nebraska, Kentucky, Louisiana, Mississippi, Missouri, North Carolina, New England, Ohio, Tennessee, Virginia and West Virginia.

This survey, conducted in the spring of 2000, included responses from more than 12,000 individuals in over 5,400 churches. While the survey data is made available with respect for the autonomy of each church, the information can help a church be more objective in its consideration of staff compensation.

All amounts listed in this report are ANNUAL AMOUNTS FOR 2000. For use in subsequent years, adjustment should be made to allow for cost of living increases. Data in this printed report is based on responses in the 18 participating state conventions. Data based on responses only from churches in Kentucky (or any other participating state) is available on request.

### Two Trends

Two important trends surfaced in the 2000 compensation study report: The average percentage of increases for every position exceeded the rate of inflation from 1996 to 2000, and more churches are using an accountable reimbursement plan for ministry related expenses (see page 3).

"It is very encouraging that churches are doing better than the cost of living," noted Don Spencer, director of the Kentucky Baptist Convention Annuity Department. "This is a gratifying trend to see given the fact that most ministers and church employees have traditionally been significantly underpaid when compared to positions in the secular world requiring similar background and responsibilities." (See chart below for outline of increases.)

Spencer was also pleased that more churches are changing the way they handle minister's expenses. "We have been emphasizing accountable reimbursement plans for 10 years," he said. "Many churches have made that switch."

### How Does Kentucky Compare?

Kentucky's total average pay package for full-time pastors surveyed was \$46,561, close to the \$47,260 average of all 18 states. The

### Full-time Pastors' Average Total Pay Packages in 18 States\*

Alabama	\$49,483	Louisiana	\$46,612
Arkansas	\$46,651	Mississippi	\$44,600
Florida	\$48,932	Missouri	\$41,621
Georgia	\$52,947	North Carolina	\$47,689
Hawaii	\$46,926	New England	\$40,484
Illinois	\$45,421	Ohio	\$43,074
Iowa	\$35,678	Tennessee	\$47,568
Kansas-Nebraska	\$42,966	Virginia	\$48,614
Kentucky	\$46,561	West Virginia	\$36,176

\*Includes salary and housing, plus amount paid by church for Social Security, retirement, insurance, etc. Does not include ministry related expenses.

total pay package includes salary, housing, social security, retirement and insurance. Ministry related expenses are not included in this figure. Bivocational ministers average pay package was \$14,109, slightly above the combined average. Full-time staff ministers responding to the survey had an average pay package of \$44,943, while bivocational staff ministers were at \$10,252. Full-time secretaries made an average of \$21,907, while part-time secretaries recorded \$9,460. For custodians, full-time average pay packages were \$22,230 and part-time pay packages came to \$9,347. Kentucky respondents made up 1,029 out of a total of more than 12,000 for all 18 states.

### Highs and Lows

Georgia came in with the highest pay package for full-time pastors

with an average of \$52,947, and Iowa had the lowest average at \$35,678.

### Interesting Tidbits

Full-time secretaries average number of years of service at their current church was 6.1 versus 4.9 years for full-time pastors and 3.9 for full-time staff ministers.

Of the 4,005 pastors who responded, 749 reported church budgets averaging between \$100,001 and \$150,000 and 893 noted an average church attendance between 151 and 250.

Out of 2,306 full-time staff ministers responding, those who served in administration only positions were the highest paid with an average total pay package of \$55,083.

## Increases in Compensation

POSITION	Average Compensation (Salary + Housing)			Average Total Pay Package (Compensation + Benefits)		
	1996	2000	% Increase	1996	2000	% Increase
Full-time Pastors	33,125	39,187	15.5%	40,356	47,260	17.1%
Bivocational Pastors	10,560	12,046	14.1%	11,473	13,128	14.4%
Full-time Staff Ministers	33,755	38,879	15.2%	40,222	46,776	16.3%
Bivocational Staff	7,863	9,712	23.5%	8,466	10,593	25.1%
Full-time Secretaries	16,527	19,724	19.3%	19,365	23,678	22.3%
Part-time Secretaries	7,728	9,090	17.6%	8,330	10,118	21.5%
Full-time Custodians	16,039	19,895	24.0%	18,884	24,096	27.6%
Part-time Custodians	5,641	6,384	13.2%	6,017	6,995	16.3%

For the four years from 1996 to 2000, total compounded inflation was 9.6 percent. Average compensation for ministers and church employees has increased at a rate well above inflation. NOTE: None of the amounts listed include ministry related expenses. These should be paid by the church through an accountable reimbursement plan in addition to compensation and benefits.

NEED MORE INFORMATION?

## Customized Compensation Report for Your Church

This report is designed to meet most churches' information needs. Churches may secure more precise information by requesting a *Customized Study*. Utilizing specially designed computer software, a report can be prepared giving averages for only those churches meeting the same criteria as your church.

To receive a "Customized" Report for your church, send the following church information:

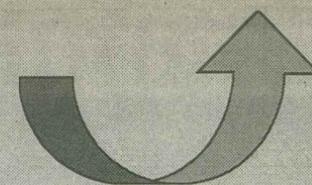
Average Attendance  
Church Budget  
Resident Membership

To:

Guy Futral or Don Spencer  
Kentucky Baptist Convention  
P.O. Box 43433  
Middletown, KY 40253-0433

Customized reports are based on data from all 18 participating states. A report based on a single state can be prepared upon request. Data can also be provided based on a minister's education, age or experience, also on request.

Additional data is available for specific staff positions for Non-Pastor Staff Ministers.



# Church Compensation Study

## 2000

### Pastors

#### Full-time pastors

Based on responses from 4,005 full-time pastors nationwide responding to this year's survey.

	Number of Responses	Average Compensation	Average Total Pay Package	Average Extra for Ministry-Related Expenses
	4,005	\$39,187	\$47,260	\$4,334

#### BASED ON AVERAGE ATTENDANCE

Attendance Range	Number of Responses	Average Compensation	Average Total Pay Package	Average Extra for Ministry-Related Expenses
1 - 75	743	\$26,058	\$30,556	\$2,684
76 - 100	544	30,869	36,626	3,430
101 - 125	433	32,858	40,085	3,936
126 - 150	414	36,087	44,365	4,173
151 - 200	554	38,729	46,987	4,655
201 - 250	339	42,148	51,259	5,425
251 - 300	246	48,034	58,714	5,691
301 - 400	271	50,056	61,388	5,642
401 - 600	235	56,760	67,943	5,316
601 - 1,000	145	71,077	84,946	6,390
1001 and up	72	89,717	107,375	7,115

#### BASED ON CHURCH BUDGET

Church Budget Range	Number of Responses	Average Compensation	Average Total Pay Package	Average Extra for Ministry-Related Expenses
50,000 or less	204	20,508	23,647	1,774
50,001 - 75,000	417	26,062	30,324	2,789
75,001 - 100,000	450	29,019	34,561	3,378
100,001 - 150,000	749	32,917	39,689	3,961
150,001 - 200,000	488	36,596	44,823	4,571
200,001 - 300,000	590	40,941	49,947	5,039
300,001 - 400,000	303	44,943	55,250	5,320
400,001 - 600,000	347	51,987	63,244	5,231
600,001 - 800,000	149	58,909	69,815	5,632
800,001 - 1,000,000	94	64,073	77,376	6,008
1,000,001 - 1,500,000	89	71,793	85,742	5,448
1,500,001 and up	90	91,310	109,763	8,052

#### KEY

**Compensation** = average salary and housing

**Total Pay Package** = average salary and housing, plus amount paid by a church for Social Security, retirement, insurance, etc.

**Extra for Ministry-Related Expenses** = average additional amount for ministry related expenses (travel, books, hospitality, continuing education, conventions, etc.)

#### Fast Facts

→ Out of 4,005 full-time pastors responding to the survey, the average total pay package was \$47,260 (not including ministry related expenses).

→ More than 38 percent of the full-time pastors responding to the survey live in church-owned homes or parsonages. Nearly 13 percent of the bivocational pastors are provided with church-owned homes.

→ The 4,005 full-time pastors have been at their current churches an average of 4.9 years. Bivocational pastors averaged 3.7 years.

→ The majority of churches served by responding bivocational pastors average 26 to 50 members in attendance.

#### Bivocational pastors

Based on responses from 1,341 bivocational pastors nationwide responding to this year's survey.

	Number of Responses	Average Compensation	Average Total Pay Package	Average Extra for Ministry-Related Expenses
	1,341	\$12,046	\$13,128	\$958

#### BASED ON AVERAGE ATTENDANCE

Attendance Range	Number of Responses	Average Compensation	Average Total Pay Package	Average Extra for Ministry-Related Expenses
1 - 25	301	\$8,107	\$8,665	\$524
26 - 50	514	11,383	12,425	923
51-75	293	14,043	15,229	1,057
76-100	141	15,731	17,216	1,467
101 and up	88	16,673	18,780	1,539

#### BASED ON CHURCH BUDGET

Church Budget Range	Number of Responses	Average Compensation	Average Total Pay Package	Average Extra for Ministry-Related Expenses
20,000 or less	263	6,216	6,587	306
20,001 - 30,000	272	10,327	11,018	676
30,001 - 40,000	231	12,315	13,532	1,117
40,001 - 50,000	176	14,052	15,305	1,223
50,001 - 75,000	221	16,288	17,859	1,147
75,001 - 100,000	79	17,515	19,501	1,711
100,001 and up	59	18,535	20,805	2,246

## KEY

**Compensation** = average salary and housing

**Total Pay Package** = average salary and housing, plus amount paid by a church for Social Security, retirement, insurance, etc.

**Extra for Ministry-related Expenses** = average additional amount for ministry related expenses (travel, books, hospitality, continuing education, conventions, etc.)

# 2000 Church Compensation Study

## Non-Pastor Ministers

Number of Responses	Average Compensation	Average Total Pay Package	Average Extra for Expenses
2,306	\$38,879	\$46,776	\$2,658

### BASED ON AVERAGE ATTENDANCE

Attendance Range	Number of Responses	Average Compensation	Average Total Pay Package	Average Extra for Expenses
1 - 150	121	\$26,592	\$31,450	\$1,644
151 - 200	203	29,860	34,975	2,106
201 - 250	220	32,589	38,920	2,803
251 - 300	215	34,743	41,858	2,301
301 - 400	344	35,803	42,896	2,475
401 - 600	444	39,398	47,166	2,415
601 - 1,000	407	43,986	53,479	3,089
1001 and up	348	51,268	62,319	3,461

### BASED ON CHURCH BUDGET

Church Budget Range	Number of Responses	Average Compensation	Average Total Pay Package	Average Extra for Expenses
150,000 or less	33	23,154	26,671	2,572
150,001 - 200,000	82	26,055	30,341	1,897
200,001 - 300,000	251	29,462	34,527	2,090
300,001 - 400,000	261	32,695	39,103	2,582
400,001 - 600,000	425	35,556	42,880	2,545
600,001 - 800,000	299	38,637	45,958	2,459
800,001 - 1,000,000	245	40,890	49,713	2,469
1,000,001 - 1,500,000	251	43,916	52,934	2,794
1,500,001 - 2,000,000	177	46,064	55,714	2,933
2,000,001 - 3,000,000	144	52,151	63,957	2,881
3,000,001 and up	123	56,406	69,372	5,032

### BASED ON MINISTRY POSITION \*\* = Any Combination

Ministry Position	Number of Responses	Average Compensation	Average Total Pay Package	Average Extra for Expenses
Music Only	421	42,547	51,580	2,902
Education Only	202	43,361	52,476	2,523
Youth Only	341	33,266	39,475	2,563
AP Only	227	41,398	49,809	3,067
Activities Only	29	43,296	53,929	3,381
Administration Only	80	45,178	55,083	1,540
Music and Youth	121	30,844	36,732	2,125
Music and Education	73	34,175	41,198	2,357
Education and Youth	111	31,364	38,026	2,290
Education and AP	39	43,295	52,120	3,102
Music + **	756	39,317	47,454	2,664
Youth + **	747	33,302	39,557	2,608
Education + **	527	39,387	47,558	2,501
Administration + **	174	46,464	55,880	2,036
Activities + **	99	38,618	46,419	2,764
AP + **	408	41,471	49,616	2,941
Children + **	216	33,477	40,377	2,294

1,397	\$9,712	\$10,593	\$459
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### BASED ON AVERAGE ATTENDANCE

Attendance Range	Number of Responses	Average Compensation	Average Total Pay Package	Average Extra for Expenses
1 - 100	363	\$6,877	\$7,417	\$265
101 - 150	300	8,678	9,363	365
151 - 200	234	9,948	10,832	519
201 - 300	247	12,052	13,082	521
301 - 400	108	11,597	12,701	743
401 - 600	66	12,584	13,711	686
601 - 1,000	48	15,945	18,556	868
1001 and up	22	16,390	17,978	817

### BASED ON CHURCH BUDGET

Church Budget Range	Number of Responses	Average Compensation	Average Total Pay Package	Average Extra for Expenses
50,000 or less	36	3,481	3,706	325
50,001 - 75,000	72	5,433	5,794	303
75,001 - 100,000	106	7,044	7,512	295
100,001 - 150,000	277	7,658	8,252	366
150,001 - 200,000	212	9,207	9,981	248
200,001 - 300,000	272	10,115	11,049	547
300,001 - 400,000	141	11,030	11,855	524
400,001 - 600,000	119	13,284	14,676	602
600,001 - 800,000	54	14,195	15,906	856
800,001 and up	96	15,623	17,568	790

### BASED ON MINISTRY POSITION \*\* = Any Combination

Ministry Position	Number of Responses	Average Compensation	Average Total Pay Package	Average Extra for Expenses
Music Only	646	8,949	9,723	381
Education Only	26	11,714	12,771	294
Youth Only	365	9,178	9,951	449
AP Only	73	11,632	12,644	834
Administration Only	15	16,865	18,890	200
Music and Youth	42	9,993	11,121	537
Music + **	710	9,172	9,978	386
Youth + **	436	9,503	10,329	463
Education + **	48	12,408	13,340	509
Administration + **	20	17,842	19,825	478
Activities + **	16	15,699	17,293	547
AP + **	101	12,052	13,009	789
Children + **	142	10,477	11,582	408

## Full-time staff ministers

Based on responses from 2,306 full-time staff ministers nationwide responding to this year's survey.

## Churches Changing to Accountable Reimbursement Plan

An important trend found in this survey is the number of churches using an *Accountable Reimbursement Plan* for reimbursing ministry related expenses.

An accountable reimbursement plan is simply a way a church reimburses what it costs ministers to do their jobs without considering those expenses as part of their compensation. In the past churches lumped ministry related expenses in with the minister's pay package, but since 1989, ministers were limited in the amount of tax deductions they could take for these expenses. An accountable reimbursement plan is a fair and better way of handling ministry related expenses, by better equipping ministers to do their jobs.

The reporting of expenses in this year's study reflects a positive move by churches and ministers to accountable reimbursement plans. This move has been so significant that the next compensation study will probably not have an expenses section. It will be assumed that a church reimburses its ministers the cost of accomplishing their job of ministry.

## Bivocational staff ministers

Based on responses from 1,397 full-time staff ministers nationwide responding to this year's survey.

# Church Compensation Study

## Secretaries & Custodians

### Full-time secretaries

Based on responses from 1,354 full-time secretaries nationwide responding to this year's survey.

Includes administrative assistants, financial secretaries, receptionists, and any other "office personnel" employees

	Number of Responses	Average Compensation	Average Total Pay Package	Average Extra for Expenses
	1,354	\$19,724	\$23,678	\$92
<b>BASED ON AVERAGE ATTENDANCE</b>				
1 - 100	26	\$15,684	\$17,806	\$142
101 - 150	78	17,245	20,025	44
151 - 200	149	17,466	20,617	112
201 - 250	137	17,666	20,840	100
251 - 300	139	19,080	22,618	88
301 - 400	185	19,717	23,528	132
401 - 600	253	20,137	24,387	85
601 - 1,000	207	21,323	25,829	78
1001 and up	173	22,882	28,322	72
<b>BASED ON CHURCH BUDGET</b>				
\$150,000 or less	21	15,960	18,099	142
150,001 - 200,000	57	15,845	18,809	132
200,001 - 300,000	204	16,880	19,623	71
300,001 - 400,000	173	18,420	21,713	117
400,001 - 600,000	216	19,705	23,351	128
600,001 - 800,000	173	19,851	23,942	76
800,001 - 1,000,000	126	20,594	25,220	81
1,000,001 - 1,500,000	141	21,140	25,262	63
1,500,001 - 2,000,000	105	21,547	26,216	121
2,000,001 and up	133	24,142	30,465	47

	Number of Responses	Average Compensation	Average Total Pay Package	Average Extra for Expenses
	1,046	\$9,090	\$10,118	\$105
<b>BASED ON AVERAGE ATTENDANCE</b>				
1 - 100	232	\$6,963	\$7,630	\$122
101 - 150	215	8,174	9,040	99
151 - 200	150	9,016	9,974	38
201 - 250	111	9,732	10,848	73
251 - 300	73	10,247	11,409	53
301 - 400	76	10,165	11,430	199
401 - 600	77	10,921	12,305	38
601 and up	108	12,080	13,693	223
<b>BASED ON CHURCH BUDGET</b>				
\$100,000 or less	126	5,896	6,388	176
100,001 - 150,000	204	7,125	7,780	55
150,001 - 200,000	160	8,638	9,608	98
200,001 - 300,000	169	9,808	10,872	40
300,001 - 400,000	83	10,055	11,195	109
400,001 - 600,000	114	10,543	11,828	156
600,001 - 800,000	41	11,163	12,974	44
800,001 and up	142	12,129	13,706	179

### Part-time secretaries

Based on responses from 1,046 part-time secretaries nationwide responding to this year's survey.

Includes administrative assistants, financial secretaries, receptionists, and any other "office personnel" employees

### Full-time custodians

Based on responses from 394 full-time custodians nationwide responding to this year's survey.

	Number of Responses	Average Compensation	Average Total Pay Package	Average Extra for Expenses
	394	\$19,895	\$24,096	\$107
<b>BASED ON AVERAGE ATTENDANCE</b>				
200 or less	48	\$15,027	\$17,215	\$8
201 - 250	31	16,442	19,534	56
251 - 300	32	17,240	20,253	47
301 - 400	49	19,309	22,828	204
401 - 600	88	19,797	23,679	29
601 - 1,000	78	22,818	28,013	304
1001 and up	68	23,349	29,802	32
<b>BASED ON CHURCH BUDGET</b>				
\$300,000 or less	45	\$14,928	\$17,003	\$28
300,001 - 400,000	45	15,994	18,348	4
400,001 - 600,000	60	18,453	22,212	203
600,001 - 800,000	58	19,258	22,864	29
800,001 - 1,000,000	43	22,411	26,634	50
1,000,001 - 1,500,000	48	21,819	26,651	80
1,500,001 and up	94	23,476	29,937	220

	Number of Responses	Average Compensation	Average Total Pay Package	Average Extra for Expenses
	710	\$6,384	\$6,995	\$146
<b>BASED ON AVERAGE ATTENDANCE</b>				
1 - 100	225	\$3,670	\$3,985	\$11
101 - 150	145	6,155	6,703	263
151 - 200	103	7,390	8,055	1
201 - 250	70	7,913	8,665	13
251 - 300	58	8,818	9,607	11
301 - 400	47	8,562	9,448	213
401 - 600	27	9,643	10,761	
601 and up	33	9,604	10,932	1,560
<b>BASED ON CHURCH BUDGET</b>				
\$75,000 or less	120	\$2,553	\$2,856	\$18
75,001 - 100,000	57	4,167	445	0
100,001 - 150,000	135	5,208	5,600	275
150,001 - 200,000	86	6,683	7,243	1
200,001 - 300,000	129	8,237	8,988	10
300,001 - 400,000	70	8,845	9,728	13
400,001 - 600,000	43	9,695	10,785	248
600,001 - 800,000	19	8,202	8,895	0
800,001 and up	45	9,608	10,906	1,144

### Part-time custodians

Based on responses from 710 part-time custodians nationwide responding to this year's survey.

### KEY

**Compensation** = average salary and housing

**Total Pay Package** = average salary and housing, plus amount paid by a church for Social Security, retirement, insurance, etc.

**Extra for Expenses** = average additional amount for ministry related expenses (travel, books, hospitality, continuing education, conventions, etc.)

# EVANGELISM

## Amsterdam 2000 links evangelists from around the world

By Yonat Shimron  
Raleigh (N.C.) News & Observer

AMSTERDAM, The Netherlands (RNS)—At the close of each day's program, Debra Brown headed to the train platform outside the conference center here to wish thousands of Christian evangelists from all over the world a good night.

"I feel like this is a home that I've built and I have 10,000 guests that come each day," said Brown, the associate director of arrangements for Amsterdam 2000, the evangelists' conference organized by the Billy Graham Evangelistic Association. "I don't feel like my job is done until I see my guests off, so I go to the end of the train line and wave goodbye."

Brown's dedication to creating a home for participants was part of the reason this nine-day school of evangelism unfolded so smoothly. The conference concluded Aug. 6 with a massive communion service.

Despite obstacles, such as the last-minute cancellation by the ailing Billy Graham, the staff worked to make the conference a model of efficiency and Christian hospitality.

With 10,000 evangelists from 209 countries, the challenges were huge. Yet lunch was distributed in 15 minutes. Sessions were interpreted in 28 languages. And escalators were programmed to go up or down depending on whether people were entering or leaving the building.

With the possible exception of the Olympics, few gatherings have allowed people from so many countries to eat, sleep and co-exist for nine days without chaos or strife.

Participants said there's more to it than simply dedication.

"Everyone here is a servant of God and they've made themselves avail-



AMSTERDAM 2000 The international event drew 10,000 budding evangelists from 209 countries, making it not only a spiritual event but a logistic challenge to pull off. (Photos courtesy of the Billy Graham Evangelistic Association)

able to Him," said Elaine Funderburk of Raleigh, N.C., a participant who leads a Bible study back home. "They're not doing it for recognition. They're doing it for God. They want to be a good witness."

Two years of planning, and \$40 million, also helped.

The conference was the brainchild of Billy Graham, who at 81 wanted to round out his international preaching career with a teaching event intended to pass on to younger evangelists the standards he set for Christian ministry.

Of course, no event on such a scale is flawless. A thunderstorm caused a five-minute electrical blackout on one of the trains and the doors would not open. But organizers said that on the whole there were few major problems.

By the end, most participants had heard dozens of lectures on the basic Christian message of salvation

through Jesus Christ. They learned how to communicate that message clearly, how to invite others to convert and how to lead by example.

From the start, the conference was intended to focus on areas of the world where evangelical Christianity was spreading fastest: Asia, Africa and Latin America. Participants from poor countries on these continents paid an average of \$150 to attend.

William Conard, director of the program, said he was told repeatedly by John Corts, president of the association, to invite a diverse set of lecturers. That international flavor was impossible to escape as men and women in Western clothes mingled with people in brilliantly colored robes from Africa or Asia.

"We need to learn how to get along," said Funderburk, the Raleigh Bible teacher. "This will prepare us for heaven."

### What did they say?

■ **A murderer cites God's influence.** Mincaye, a member of the Waodani tribe in Ecuador, was among those who killed missionary Nate Saint in 1956. Last week, Saint's son Steve introduced Mincaye to the Amsterdam assembly.

"In God's great economy, what they meant for evil was turned to good," Saint told the crowd. Nate's sister, Rachel, went to work among the tribe members after the murders, and many subsequently have become Christians.

"When I killed Steve's father, I didn't know better. No one told us that he had come to show us God's trail," Mincaye said, as Saint interpreted. "My heart was black and sick in sin, but I heard (that) God sent His own Son, His blood dripping and dripping. He washed my heart clean."

Mincaye exhorted the crowd to tell others about Christ. "Now I see you God-followers from all over the (world). I see well my brothers and sisters that God's blood has washed your hearts, too. Go speak all over the world. Let's take many with us to God's place in heaven."

■ **A former government official finds true power.** Chuck Colson, who served as special counsel to President Nixon, told the audience, "I thought I knew power."

"But I have discovered how quickly that power vanished," said Colson, who spent time in prison for his involvement in the Watergate conspiracy. In the middle of the scandal that ensued when the conspiracy was uncovered, he said he became a Christian.

"Kingdoms come, kingdoms collapse. In prison I saw the real power: It is the power of the gospel to transform the human heart," he said. "That's the only enduring power. That's the power that ultimately conquers the world and transforms kingdoms."



Colson

■ **What have you got to say?** British evangelist and Bible teacher John Stott said an evangelist who preaches without the Bible "has nothing to say, nothing worth listening to and no hope of success."

The Scriptures have the content, authority and power for a proper evangelistic message, he said.

"We can't even read each other's minds, much less what is in the mind of God," he added. "A wise evangelist looks to the Bible because it gives him authority."

But the Bible must be approached with humility, Stott said. God answers many, but not all, questions in the Scriptures, and evangelicals should be more willing to say, "I don't know," he said. They sometimes are more dogmatic than the Bible on particular issues, Stott noted, and their arrogance can give offense.

A Bible-based evangelistic message changes lives, he said. "The Word of God is like fire—it burns up the rubbish; it is like a hammer that breaks the rock in pieces."

■ **Rescuers wanted.** Korean pastor Billy Kim exhorted the evangelists to "join God's search party" and bring lost souls into His kingdom.

Kim, president of the Baptist World Alliance and pastor of the 13,000-member Suwon Central Baptist Church, said evangelism is imperative because only the power of Christ can stop the increasing violence and despair in the world.

"Without Jesus, the future is an awful catastrophe," Kim said. Christians must have more compassion for people, he said, and must be fully convinced that heaven and hell are real. "We must believe that those without Jesus Christ have no hope in this world or the next."

Forty million people die every year, and two-thirds of them don't have a relationship with Jesus Christ, he said. "Is this not enough to motivate us?"

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## KENTUCKY BAPTIST MINISTERS' ANNUAL



September 18 & 19, 2000

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Please mail to: The Youth and Recreation Department, Kentucky Baptist Convention, PO Box 43433, Louisville, KY 40253

**Registration Deadline: September 13**

## U.S. teen birth rate declines to lowest mark in 60 years

WASHINGTON (RNS)—Teen births have dropped to the lowest rate in at least six decades, according to the National Center for Health Statistics.

Various organizations—from religious groups urging abstinence to advocates for contraceptives and sex education in schools—take credit for the decrease.

But analysts from a range of perspectives agreed Aug. 8 that teens are more scared than ever of contracting sexually transmitted diseases and they also are delaying the start of their families to take jobs in the robust economy.

The statistics center, a division of the federal government's Centers for Disease Control and Prevention, reported that for every 1,000 girls ages 15 to 19, there were 49.6 births in 1999. That was the lowest level since the statistic was first recorded 60 years ago, Associated Press reported.

The teen birth rate has dropped consistently through the 1990s and fell 20 percent in the decade.

"Teenagers, frankly, are more conservative sexually," said Bill Albert, spokesman for the National Campaign to Prevent Teen Pregnancy.

"They realize that the risks in the 1990s were quite a bit different than the risks their parents took in the '60s and '70s," he added.

President Clinton said he was en-

couraged by the new statistics.

"This new information confirms that we continue to make impressive strides in addressing one of the most important social problems facing our nation," Clinton said in a statement. "These encouraging trends cut across both younger and older teens, married and unmarried teens, all states, and all racial and ethnic groups."

Analysts said ad campaigns, community awareness efforts and seeing friends have children inspired teens to be more careful or to practice abstinence, AP reported.

"In the past, abstinence was a joke," said Bronwyn Mayden, executive director of Campaign for Our Children, which promotes abstinence.

"It's not a joke—it's OK," she said. "Kids are really concerned about catching STDs."

Demographers for the government credited organizations encouraging abstinence along with others—churches, parents and sex-education programs in schools.

Peter Brandt, an issue response director for Focus on the Family, the Christian ministry based in Colorado, said increased abstinence is the clear reason for the falling birth rate. He said the notion that contraceptives should get credit comes from people who "play little tricks with the data."

### Integrity and stewardship

Recently our son, Justin, was involved in a business transaction in which he demonstrated one of the principles of biblical stewardship. He sold a set of aluminum wheels and tires to a total stranger, who is a college student.

Justin had advertised them for several weeks in the local Bargain Mart, and finally he sold them. Immediately he invested the proceeds of the sale in the NAM Core Equity Mutual Fund, which benefits the Reaching Kentucky for Christ Fund, to which he has been making deposits to build a nest egg for the future.

During the week following the sale, the buyer called and left a voice mail message informing Justin the wheels would not fit his car, and he wanted to return them for a full refund.

What a dilemma for Justin! He thought this deal was behind him, and he had invested the money. How would he respond to the buyer? Since he had sold the wheels in good faith, and the buyer had assumed the risk of whether or not they fit his car, why should Justin take them back and refund the money? If he did that, he would have to liquidate his investment and try to sell them all over again. The entire

burden was going to be on Justin, and the buyer would walk away with a 100 percent refund. Should not the buyer bear the entire burden and have to sell them himself?

After several days of prayerful reflection and discussion with his parents, Justin decided to refund 100 percent of the money to the buyer.

The Bible teaches us to be fair in all our dealings. In Proverbs 11:3 Solomon candidly shared this advice: "Good, upright people are guided by integrity, but crooked, unfaithful people are trapped and destroyed by their duplicity."

By the way, the buyer of Justin's wheels was so grateful he requested only a partial refund instead of the 100 percent Justin was willing to give him. How about that for integrity in stewardship?

As Justin heads off for his freshman year in college, may he show integrity in every aspect of his life, and may you and I do the same for Christ's sake.

### KENTUCKY BAPTIST FOUNDATION



Barry Allen

Barry Allen is president of the Kentucky Baptist Foundation, 10605 Shelbyville Road, Louisville, KY 40223; (888) 254-5701

# SPORTS

## PGA Tour in Louisville brings faith stories to Kentucky

Continued from page 1

Payne Stewart have raised the visibility of all PGA golfers, Hopper said.

"There are a lot of players who are becoming more interested in speaking out (about their faith) who are finding ways to do that," he said.

Some give credit to God during post-event interviews. Others are profiled in Christian sports magazines like Sports Spectrum or in other evangelistic brochures, Hopper said.

Some lend their notoriety to a specific cause, he added. Betsy King, the all-time LPGA leading money winner, is a long-time supporter of Habitat for Humanity, the Christian housing ministry.

Players Outreach Ministry is another outlet for players who want to tell others about their faith. This season, the ministry coordinated about 10 events at tournaments around the country, hosting a forum to bring players and fans together to talk about Christianity. In Louisville this week, Clampett and 1996 British Open winner Tom Lehman were among the professionals to speak at an evangelistic dinner co-sponsored by the Kentucky Baptist Convention.

Among the players themselves, one of the most influential Christian witnesses is the PGA Tour Bible study, hosted by chaplain Larry Moody. The study was founded in

1996 and is growing in participation each year, Clampett said.

"Many players and their families have discovered what it means to have a personal relationship with the living God and have drawn that relationship into the very fiber of their lives," he said. "Personal lives have changed, marriages have been strengthened, careers have been impacted and many have been touched by the grace of God."

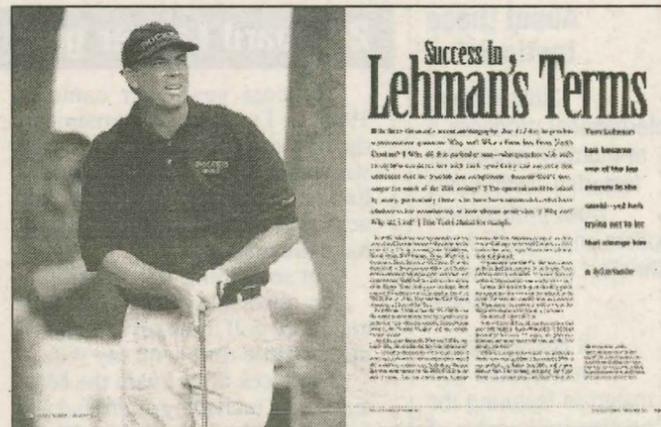
Last year's fatal plane malfunction that killed Payne Stewart and others caused several golfers to do serious soul searching and talk with Moody and other Christians on the tour, Hopper added.

"There are several players who began asking questions far more seriously and at least one or two who made a definite commitment to the Lord because of the answers that they received to their questions after Payne's death," he said.

Whether it's the PGA Championship at Valhalla in Louisville or elsewhere, players face constant stress on the tour, and the Bible study helps many players keep a proper perspective, Clampett added.

"The golf circuit is based on worldly values; performance equals importance. The better you play, the more important you are in the public eye, the more you are given and served," he said.

"As a believer, a unique challenge exists to understand one's role of serving others when others are always there wanting to serve you," he said.



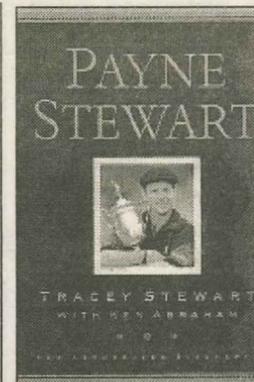
### Success in Lehman's Terms

Tom Lehman has been successful in many ways. He has won the PGA Championship, the British Open, and the U.S. Open. He has also been successful in his personal life. He is a devoted family man and a Christian. He has written a book, "Success in Lehman's Terms," which shares his faith and his journey to the top of the sport.



### LINKS

Ride to Victory. A story about Tom Lehman in Sports Spectrum magazine, an evangelical publication that profiles Christians in sports.



### BEARING WITNESS

The rising interest in professional golf is giving Christians an opportunity to talk about their faith. Top: A story about Tom Lehman in Sports Spectrum magazine, an evangelical publication that profiles Christians in sports. Left: Links newsletter combines pro golfers' stories with news about golf fellowship opportunities for Christian amateurs. Above: The biography of Payne Stewart written by his wife, Tracey, describes how Christianity made a difference in his life.

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### Special Cumberland seniors

During our Honors Day program at the end of the spring 2000 semester, Cumberland College recognized two outstanding seniors for demonstrating exceptional leadership at Cumberland and for showing promise of being significant leaders in the future.

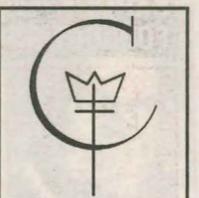
Ben Harper, the son of Rene and Kathryn Harper of Lebanon, Ohio, received this year's T. J. Roberts Campus Leadership Award. At Cumberland he earned a bachelor of science degree with a major in communication arts and a minor in psychology. One of his professors described him as possessing "a real passion for the arts and popular culture."

Harper provided leadership to the Cumberland campus in a variety of roles with the campus activity board and the admissions office. His performance as a servant-leader while working at Cumberland's cable television station TV-3 drew particular praise.

At TV-3, Harper was a producer, reporter, color commentator for sports events and sports anchor. His involvement at Cumberland brought him inclusion in "Who's Who in American Colleges and Universities." He now works at Cumberland College as station manager of TV-3.

Bridgett Hamilton Blakeman, daughter of Roger and Gail Hamilton of Kings Mountain and wife of David Blakeman of Williamsburg, received the Gorman Jones Campus Leadership Award. She received a bachelor of science degree from Cumberland with a major in biology and a minor in public health.

### CUMBERLAND COLLEGE



Blakeman has excelled in academics, maintaining a constant presence on the dean's list and receiving several highly competitive scholarships. She has worked in leadership positions in our freshmen orientation program, in Baptist Student Union and particularly in our admissions office.

At First Baptist Church in Williamsburg, she has continued to demonstrate her leadership and nurturing abilities through working with young people. Blakeman plans to attend nursing school and become a nurse practitioner serving the needs of patients in Appalachia.

We congratulate both of these students. We know they will continue to provide creative and caring leadership throughout their lives.

Robert Dunston is chairman of the religion department at Cumberland College, 6000 College Station Dr., Williamsburg, KY 40769

### From both perspectives

Empathy is a lot like salt. Just enough of it and things are enhanced, even preserved. Too much and it ruins all that it touches.

Some of Kentucky Baptist Homes for Children's best staffers, foster parents and supporters come from backgrounds similar to the children and teens we currently serve. The type and severity of problems many kids come to us with today are alien to many of us, but problems like neglect, abandonment and physical and sexual abuse have been around a long, long time.

That is why the ministry of those who have walked such miles in their younger years can have an incredible impact. They've been there. They know some of the feelings our young people struggle with today.

One such foster parent, her name is Crystal, put pen to paper to try to convey that empathy. Crystal wrote her poem in a unique way; the first lines of each verse are from her memories as a foster child. Here are some of her thoughts: "I was a child all alone and scared. All I needed was someone to really care. Don't understand why this happened to me. All my problems only I see."

The last lines of each verse were from her perspective as a foster par-

ent. She writes: "I'm here to help walk you through, to encourage you in all you do. Take hold of my hands. I'll be your eyes. I'm here to make your life better. The only way is us both working together."

As I read this, I marvel at how blessed Crystal's foster children must be to have her as their foster mother.

### HOMES FOR CHILDREN



Bill Smithwick

We all have experiences to draw from in order to reach a hurting child. Call (800) 456-1386 to find out where the family foster care office nearest you is located.

A great way to find out if this is your calling is to become a respite foster parent, providing care one weekend a month to give a full-time foster parent a break.

It is my prayer, and the goal of Kentucky Baptist Homes for Children, to have at least one foster family in each Kentucky Southern Baptist church. A network of support and encouragement is crucial for these special families.

Bill Smithwick is president of Kentucky Baptist Homes for Children, 10801 Shelbyville Road, Middletown, KY 40243. Call (800) 456-1386. KBHC's Internet address is: <http://www.iglou.com/kbhc/>

## PGA Tour pros use limelight to share their faith stories

### About these testimonies

Links Players International produces a bi-monthly newsletter featuring testimonies from professional golfers and reports from Christian golf fellowship groups.

It also produces evangelistic golf materials featuring the Christian testimonies of professional golfers.

The testimonies on this page appear with the permission of Links Players International. For more information about Links, call (800) 905-4657.

### Bernhard Langer gets his priorities straight

My best year ever came in 1985. ... I won seven tournaments on five different continents, and was ranked No. 1 in the world. I had a beautiful wife and had achieved everything I could ever have dreamed of.

But something was missing. My priorities were golf, golf and more golf, then myself and finally a little time with my wife.

The week after I won the Masters, I was invited by my friend and fellow touring pro, Bobby Clampett, to come to the PGA Tour Bible study on Wednesday evening.

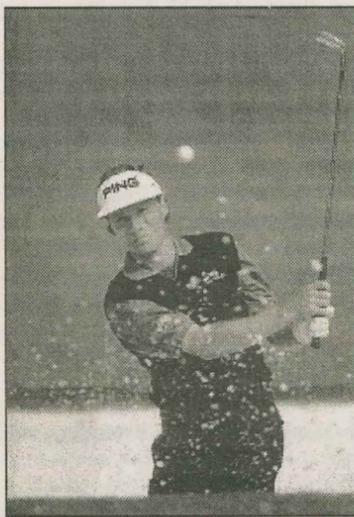
That night was the first time in my life that I heard that I needed to be "reborn."

It didn't make any sense to me. Surely, at the age of 28, I could not be born again. So at the end of the study, I asked the teacher, Larry Moody, what he meant by "reborn."

He opened the Bible and showed me John 3:3 which reads: "Truly, truly I say to you, unless one is born again, he cannot see the kingdom of God"...

After understanding that God loved me so much that He sent His only Son to die for my sins, it was natural for me to ask the Lord into my life.

Since then, I've seen tremendous changes in my life, my marriage and my whole outlook. My priorities



**CHANGED PRIORITIES** Bernhard Langer (Photo by Keiichi Sato)

have changed. They're now where they should be: God first, family second and then my career.

I believe when your priorities are in the right place everything is managed better.

Every day we have to make many decisions, but the most important decision we'll ever make is who we believe Jesus is. We either accept Him or reject Him. Jesus, Himself, said, "You are either for Me or against Me."

There's no in between.

### Larry Mize finds true significance

In 1987, shortly after I won the Masters, Lee Trevino said, 'Larry's a good young player. Now that he's won this big tournament, he's gonna take off!'

Well, unfortunately they didn't send the script to my house, because the next two years, 1988 and '89, were miserable.

I was playing terrible, and my patience was thinning. After hitting a bad shot, I'd say to myself, "A Masters champion doesn't hit shots like that. What are you doing, Larry?"

I was completely frustrated. I was focusing on my Masters victory and thinking of myself as a "Masters champion" rather than a person who is capable of making mistakes.

I knew I'd gotten off track. So I called up Larry Moody, who leads the Bible study on the PGA Tour.

"I'm really frustrated," I said, getting right to the point.

"What seems to be the problem?" he asked.

"It's ridiculous how bad I've been playing. I honestly think I should quit."

"Larry," he said to me in a calm voice, "there's no doubt in my mind that God wants you to play golf.

But, honestly, I think you've forgotten where your significance comes from. Your significance doesn't come from being a professional golfer or a Masters champion. Your sense of identity doesn't

come from what you've accomplished or what you do, it comes from knowing that you are a child of God. What makes you significant is Jesus Christ. Because you've placed your trust in Him, you're a child of the King, and you're worth the death, burial and resurrection of Jesus Christ. He put a price tag on you that

makes you significant no matter what the world says—no matter how good or bad you play."

I'll never forget that conversation with Larry Moody. In fact, I try to remind myself of it often, because if my job or my performance is what makes me significant, then my life will be like a roller coaster. If I play well, I'll be very happy. If I play bad, I'll be very upset, and I won't be happy until I play good again.

I don't want to live like that, but, thankfully, I don't have to.

We have infinite worth, because God sent His only Son, Jesus Christ, to die for us.

Isn't that truly significant?



Mize

### We will be smiling from ear to ear

If you pass a nice, shiny yellow school bus while you are driving down the road this fall and all the students are smiling from ear to ear, it probably will be our students.

Anyone who has toured our campus knows we do everything possible to keep costs to a minimum. One way we accomplish this is by trying to use every item we have until it is completely worn out. The vans and school buses we use are no exception.

We decided more than a year ago to replace all of our vans and buses this year. We were waiting for a ruling from the federal government on the use of 15-passenger vans for transporting school children. Until three months ago, our six 15-passenger vans were our primary means of transporting students.

It might come as a surprise to you, but there might be legislation passed very soon at the federal, or even at the state level, prohibiting the use of 15-passenger vans to transport school children. At this time a final ruling has not been made, but all the information we have indicates the days of the 15-passenger van for school use are numbered. Kentucky public schools do not allow 15-passenger vans to transport students, but many private schools, like Oneida Baptist Institute, do use them.

Historically, we have purchased good used vans and school buses to transport our students. The vans we just took out of service averaged 14 years in age, and had been used an average of 200,000 miles each. Our two older school buses were 21 years old and had well over 200,000 miles on them.

With the uncertainty of the use of the traditional 15-passenger vans, our attention turned to the small school buses that many school systems use.

Though we spent several months searching, we could not find any good, used small buses to replace our vans. We then looked at the purchase of four new 15-passenger school buses. In the entire 101-year history of our school, we had never purchased a new school bus, much less four.

While we were not shocked at the price of a new bus, the cost of one new bus was more than we paid before for four used vans. The cost of the four new 15-passenger school buses was not going to be the total cost. We also had to purchase four additional larger school buses to replace our current older buses. After months of comparing prices, we gave the order to build four new 15-passenger school buses. I am not going to tell you we did not have the money to pay for the new buses, but we were going to have to dig deep into our pockets.

Shortly after signing the order for the new buses, I received a call from a husband and wife who have been faithful friends of this ministry for more than 20 years. Little did I know this call was going to pay for our four new buses.

This dedicated couple was making a substantial gift—the largest in our school's history—not only to pay for our four school buses, but also to provide a generous gift for our endowment.

When school starts, we not only will have our four new 15-passenger school buses. We also will have two used, but much newer, 28-passenger buses and two 1993 full-size school buses. This might not sound like much to you, but it is a really big deal to us. That's why we'll be smiling from ear to ear.

W.F. Underwood is president of Oneida Baptist Institute, P.O. Box 67, Oneida, KY 40972. [www.oneidaschool.org](http://www.oneidaschool.org)

### THIS IS ONEIDA



W.F. Underwood

### Back home in Leitchfield

It was 50 years ago that Joyner Lancaster came to Leitchfield to build rural power lines. One Sunday he awoke with "a strong urge to attend church."

He visited First Baptist and saw Aldeen Alley in the choir. A few days later two of Aldeen's friends walked her to the bus station for "the best hamburger in town," and an introduction to Joyner. The romance blossomed to ward plans for a Christmas wedding, but Joyner's work took him to Cedar Rapids, Iowa.

Aldeen recounts the story like a new bride, "We arranged for me to make a three-day visit, and I stayed at the Roosevelt Hotel. On the day of my departure, we took a 'slow elevator' with my luggage from the 10th floor. Joyner said, 'Honey, why wait until Christmas. Let's get married now.' I smiled and said OK. I wired my parents, 'Don't meet the train, I'm coming home married!' As soon as arrangements could be made, the ceremony was at Calvary Baptist Church. We went back to the Roosevelt for a two-week honeymoon!"

Joyner retired at age 55. They secured a house sitter for their home in Winston-Salem, N.C., and started out in a 26-foot Airstream. Eight

months later they decided to buy a house in Leitchfield. Their first anniversary back home they went out to eat—holding hands and walking to the bus station for a hamburger.

Since retirement, they have visited Mexico, Canada and every state except Hawaii. In June, they were part of a Concerned International Mission team to the Dakota Sioux on Pine Ridge Reservation. Aldeen helped cook meals for 75-100 children and a team of 35 workers. Gideons is another fulfilling ministry for them.

Wise investment resulted in significant stock growth, and if they had sold their IBM stock, taxes would have taken a huge portion.

The Lancasters recently gave 1,000 shares to Clear Creek to establish an annuity with lifetime income; the proceeds will fund a student scholarship that will bear their name.

"We are grateful to help Clear Creek take students with every kind of educational background and prepare them to do the Lord's work," the Lancasters affirmed.

Bill Whittaker is president of Clear Creek Baptist Bible College, Pineville, KY 40977

### CLEAR CREEK CHRONICLE



Bill Whittaker

# BOOKS

**Praying Twice: The Music and Words of Congregational Song.** Brian Wren. Westminster/John Knox Press, 2000. 422 pages. \$22.95  
◆◆◆◆ (out of five)

Brian Wren, prolific hymn writer, theologian and professor of worship at Columbia Theological Seminary, has devoted his life and ministry to fostering a deeper appreciation for and understanding of the role of music in the worship life of the church.

In "Praying Twice," Wren explores in depth the role of congregational song as a powerful formative influence in the life of the church. As such, pastors, musicians and others involved in planning and leading worship should be intentional when it comes to selecting songs for congregational singing.

Music, Wren argues, is an art form that can give expression to parts of our faith that cannot be contained by other forms of expression. As an art form, music is both "time art" and "functional art." As "time art," music allows the congregation to reach both backward and forward in time. As "functional art," music becomes a vehicle for expressing ideas, feelings and prayers.

The words and music of congregational song exist in a symbiotic relationship. As poetry, the words can stand alone, giving expression to profound thoughts and feelings. Music has the ability to express in time and movement the full range of human emotions. When text and music are combined in mutually supportive ways, congregational song can carry meaning in depth and power. When a song is placed in its proper time and function in the flow of worship, it allows the congregation to pray twice: through the words and the music.

Wren's book, though a bit technical at points for a musical layperson, can enrich our understanding of congregational song, open us to

the wide variety of congregational song and help us enhance our congregational worship. *Jim Holladay*

**The Essence of the Church: A Community Created by the Spirit.** Craig Van Gelder. Baker Books, 2000. 207 pages. \$18.99 ◆◆◆◆

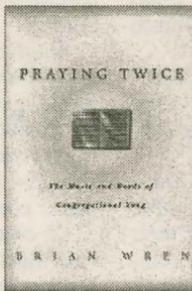
What is the church? It is this question that Craig Van Gelder sets out to answer in this book. In responding, he looks at the church from the perspective of missiology, ecclesiology, sociology, history and biblical theology—quite an undertaking in 200 pages.

Van Gelder expresses frustration with church pundits who contend that if the church is going to be relevant in the future, it must scrap all past models and recreate the church

from scratch. In response, he argues that defining the church primarily in terms of what it is to do leads to a distorted, limited understanding of the church. In contrast, he prefers to ask, "What should the church be?" before moving to describing what the church should do and then how the church organizes what it does.

A particularly intriguing part of the book is the historical survey of the church. Using the creedal affirmation of the church as "one, holy, catholic and apostolic" as a framework, Van Gelder reviews the strengths and weaknesses of the church's effort to define and give expression to that phrase. Many American Protestants will be challenged by the rather truncated version of the church he portrays for us.

Van Gelder wants us to understand that "the church is. The church does what it is. The church organizes what it does." He manages to pack a lot of insight and information in this book. The "Essence of the Church" would make an excellent basis for a short-term, small group study on the church. *Jim Holladay*



**The Gathered and Scattered Church: Equipping Believers for the 21st Century.** Edward Hammett. Smyth & Helwys, 1999. 104 pages. \$11. ◆◆◆◆

A sermon by Findley Edge, dean of lay renewal among Baptists, begins this thoughtful book. The title of the sermon states the question which Hammett seeks to answer in the book: "Can Our Kind of Church Save Our Kind of World?" Edge is convinced the church can be renewed to save our world.

To begin moving toward such renewal, Hammett proposes thinking of the church as "gathered" and "scattered." He suggests the church works well as "gathered." It is the "scattered church" that needs renewal.

First, Hammett helps the reader come to grips with an understanding of the scattered church. He next turns to a discussion that also consists of many questions a local church can ask of itself as it seeks to determine how to activate the church as it scatters. In order to help the church equip itself to be an actively scattered church, Hammett provides numerous examples of churches and programs that build community among believers, disciple church members and increase the visibility of the church in the world.

Hammett concludes with a helpful outline of courses to be offered in a church school of Christian ministry, focusing on activating the church in the world through the inward and outward journeys of faith.

Hammett's book is not a pre-packaged road map to renewing a church. Hammett provides a model to sketch the broad outline of needs to be addressed. The reader will develop the specific pathway to renewal as she or he gives careful attention to answering the questions Hammett raises. *Wayne Hager*

**The Art of the Soul: Meditations for the Creative Spirit.** Joy Sawyer. Broadman & Holman, 2000. 128 pages. \$12.99. ◆◆◆◆

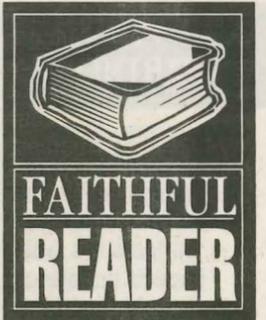
"The Art of the Soul" is a breath of fresh air to Christian artists and artistic wannabes.

Sawyer's meditations—divided into 52 sections to be read throughout one year—distill many of the wonderful suggestions made by writers of such spiritually ambiguous classics as Julia Cameron's "The Artist's Way" and Natalie Goldberg's "Writing Down the Bones," but places them into a context where they are overseen by the ultimate Creator of all things. God has made humans in His image, Sawyer argues, so we all reflect God's creativity in ourselves.

Using examples from nature, film, literature, visual art and personal experience, Sawyer encourages artists and non-artists alike to push the limits of how they see themselves creatively. At the end of each meditation is a prayer or exercise meant to stimulate a change in how readers see the artist in themselves and the greatest of artists, God.

Though the book's language occasionally gets overly fanciful, overall Sawyer writes compellingly and passionately, delighting readers with moments of pure poetry hidden in her prose.

"The Art of the Soul" is a welcome study of the tension and opportunity that lie in viewing ourselves as artists and Christians. It is an encouraging devotional to all who wish to open their imaginations and discover God's creativity within themselves. *Victoria Moon*



By Wayne Hager, pastor of Calvary Baptist Church in Mt. Airy, N.C., and Jim Holladay, pastor of Lyndon Baptist Church in Louisville. Holladay and Hager welcome feedback or suggestions for book reviews. Contact them via e-mail at: docholladay@juno.com or jwhager@surry.net

## New reviewer

Victoria Moon, a freelance writer, musician and librarian for Deer Park Baptist Church in Louisville, joins our team of book reviewers this week.

She lives in Louisville with her husband and two cats and can be reached at sdmoon@gateway.net.

## WMU's Dellanna O'Brien explores modern-day miracles in 'Beyond Belief'

By Sammie Jo Barstow  
*Woman's Missionary Union*

BIRMINGHAM, Ala. (BP)—Asked to name a few miracles in Old Testament times, one might mention that God spoke to Moses through a burning bush, demolished Jericho's walls and delivered Jonah from the belly of a large fish.

Even more familiar, perhaps, are the accounts of miracles performed by Jesus.

But 2,000 years later, do miracles still happen? Dellanna O'Brien, retired executive director of Southern Baptists' Woman's Missionary Union, says they definitely do.

In "Beyond Belief," the WMU emphasis book for 2000-2001, O'Brien pairs scriptural accounts of miracles and contemporary stories related by missionaries.

"The thread of truth about God's activity in the hearts and lives of His people is unbroken throughout all time," O'Brien said. "And that evidence ... abounds if we are just open."

With the power of God remaining available today, O'Brien said, Christians must rely on Him to lead and empower them for the ministries He has for them.

O'Brien compares the Israelites' battle at Jericho, in which God caused the city walls to tumble, with the falling of the Berlin wall.

German Christians had been praying for years for that freedom, and they definitely recognized those changes in government as a miracle from God, she said.

Recalling the New Testament miracle of Paul not being harmed by the bite of a venomous snake, O'Brien retells the story of missionary John Dina in Mozambique.

In 1996, a poisonous snake also bit him. Far from medical help, his situation seemed hopeless. The Christian Mozambicans formed a circle around Dina and prayed unceasingly.

This prayer request was communicated

by the Southern Baptist International Mission Board to Woman's Missionary Union of Florida and on to women in individual churches who had committed to pray for missionaries.

The request for prayer also was posted on the IMB's prayerline, and millions of women began praying for Dina. Dina's birthday was only four days before the incident, when his name appeared on the WMU prayer calendar. That caused Baptist women all over the world to be praying for him.

Dina was airlifted to Johannesburg, South Africa, in extremely serious condition. After intensive medical treatment for four days, Dina began recovering.

Today he credits that recovery to a miracle from God. O'Brien agrees. Dina's restoration to health and ministry, she states, is every bit as much a miracle as

Paul experienced 2,000 years earlier.

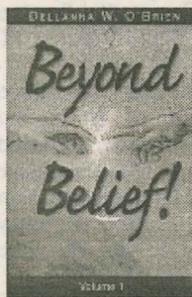
O'Brien said too many Christians explain away current miracles as either exaggerations or misunderstandings.

She said that after hearing a Korean pastor speak, she realized Christians in other countries might be more open to believing in modern-day miracles. The pastor stated that the reason Korean Christians rely so much on prayer is that they are taught that God moves powerfully in answer to prayer.

"Where there is a cultural acceptance of spiritual power, people are more open to the supreme power of God when they become Christians," O'Brien said.

O'Brien said she hopes readers will have a renewed appreciation for the miracles in Scripture.

"But also I hope it will make the reader more expectant of God's work today in miraculous ways," she said. "Expecting to see God's power manifested in today's world opens our eyes and hearts to His mighty power in our day."



## PRAYER PARTNERS

Please pray for these people and projects, which are part of Kentucky Baptists' partnerships with Baptists in Poland, Tanzania and New England:

■ The 19 churches in the Biharamulo District of northwestern Tanzania and the four churches in a refugee camp there.

■ A teacher for missionary children in Kigoma, Tanzania.

■ Volunteer physicians to give two to four months service in Kigoma, Tanzania.

■ The leaders of a house church in Poland led by missionaries Doug and Marcy Shaw. The Shaws are preparing for stateside assignment.

■ Missionaries and volunteers working in Czestochowa, Poland, this summer as they reach out to the hundreds of thousands of Polish Catholics who will come to the city to worship the Black Madonna.

■ The summer outreach ministry of Burlington Street Ministries in Burlington, Vt., and Pastor/Director Dave Russell.

■ Joshua Park, the new pastor of Rice Korean Baptist Church in Northborough, Mass.

## Mountains to the Mississippi

Compiled by Shirley Wooton

■ **ALLENSVILLE**—Mt. Gilead Church will celebrate its 185 anniversary Sept. 10. Former pastor, **Jim Rennell** will speak in the morning service, and former pastors will bring greetings in the afternoon. For information, call (270) 265-3778. **David Mauney** is pastor.

■ **LEITCHFIELD**—**George Smith** will retire Aug. 20 from First Church after having served as pastor more than 29 years. A reception for Smith and his wife **Carolyn** will be Aug. 20 at 6 p.m. He will be available for supply, interims and revivals.

■ **LEXINGTON**—Hillcrest Church will host homecoming services Aug. 20 at 11 a.m. with potluck lunch at 12:30 p.m. and a 2 p.m. service. For information, call (606) 252-8820. **Tony Hancock** is pastor.

■ **LOUISVILLE**—Beechmont Church will host **Ward Weaver**, former minister of music, as guest soloist Aug. 20 at 10:45 a.m. For information, call (502) 368-5806. **James Ward** is pastor.

■ **PRINCETON**—First Church will host **The Veterans Quartet** in concert Aug. 19 at 7 p.m. For in-

formation, call (270) 667-2212. **Alan McCutchen** is pastor.

■ **SALEM**—Old Salem Missionary Church will host homecoming services Aug. 20 at 11 a.m. with dinner and singing to follow. For information, call (270) 437-4289. **James Keeling** is interim pastor.

■ **SOMERSET**—**Rodney Lynch** resigned as minister of education at Beacon Hill Church to become associate pastor at Anderson Mill Church in Anderson, S.C.

■ **SOUTH SHORE**—Fellowship Church, a mission of Rose Hill Church since 1984, will be constituted as a church Aug. 20. Morning worship, lunch and special music will precede the 2 p.m. service with speaker **Gary Southard**. For information, call (606) 325-7069. **Jay Adkins** is pastor.

### What's going on?

Send your happenings to Shirley Wooton for Mountains to the Mississippi. Mail: Box 43969, Louisville, KY 40253. Fax: (502) 244-6474. E-mail: shirley\_wooton@kybaptist.org.

## Bats in England's belfries no laughing matter for churches

NORFOLK, England (RNS)—England's pastors have a problem with bats in the belfry, and it's about to drive some of them crazy.

A 100-page report stressing the need to protect churches from the damage caused by the flying blind mammals has been sent to Church of England's leadership.

Since 1981 bats have been a protected species. Destroying a colony of the animals is an offense punishable by a fine of up to \$3,200.

But the winged mammals' droppings and urine do considerable damage to churches, especially their furnishings, including those relatively few medieval wall-paintings that survived both the Reformation and the Victorian restoration.

The new report was written by Catherine Ward, who in 1992, when her husband was rector of a Norfolk parish, launched the Movement Against Bats in Churches, protesting a pamphlet circulated by the Bat Conservation Trust.

Ward said the pamphlet gave no hint of the mess and damage she experienced in her church.

"The law as it stands gives bats

more protection than our historical and spiritual heritage," the report said. "Was this what the government intended?"

Under the law someone legitimately can remove bats from a dwelling-house but not from a church.

English Nature, the statutory body concerned with conservation, rarely gives permission for bats to be excluded from a church, which would mean blocking all possible entries—a difficult procedure that could cost up to \$80,000.

A church heavily infested with bats must be cleaned before the first service on Sunday even if it already was cleaned the day before.

The report noted that some churches that regularly used a particularly strong mix of incense said they had been successful in deterring bats, but added that even incense was expensive.

"The problem of bats in churches has not been resolved," the report states, "and never will be, until the law recognizes the church building to be a special case, needing protection from bat pollution."

## CLASSIFIED ADS

**NEEDED:** Faith Baptist Church of Myra needs to buy pews for addition to church. Call Pastor Dave Hammond at (606) 855-4645 or Tom at (606) 639-9296.

**FOR RENT:** 2-bedroom, 2-bath condo available for vacation rental, Sanibel Island, Fla. Large pool, tennis courts, bikes, canoe, kayak, screened porch, lovely secluded beach. Weekly rates May through mid-December: \$650. Call Pat Owen, (502) 895-8752.

**FOR SALE:** 100-percent renovated house (Highlands). New plumbing, electrical, furnace/AC, windows, roof, tile floor, 3BR/2Bath. Open house Sunday. (502) 899-5353.

**SEEKING:** Full-time minister of youth and education. Seminary preferred. Send resumé to Calvary Baptist Church, 785 First St., Idaho Falls, ID 83401 or calvary@srv.net.

**SEEKING:** First Baptist Church of Taylorsville is prayerfully seeking a part-time minister of music. Those interested please send resumé to: Monica Cox, First Baptist Church, PO Box 446, Taylorsville, KY 40071.

**SEEKING:** Woodmont Baptist Church, Nashville, Tenn., under the pastoral leadership of Dr. Jon Roebuck, is seeking a new staff member, a minister of education and single adults. Qualifications include college and seminary degree and at least five years of relevant and successful ministerial experience. Responsibilities include leadership of all the church's educational and training programs and leadership to the growing single adults program and activities. Please address applications and recommendations to: Arliss Roaden, chairman, Minister of Education and Singles Search Committee, Woodmont Baptist Church, 2100 Woodmont Blvd., Nashville, TN 37215. You may call (615) 373-8914; fax (615) 371-5804; or e-mail: a.l.roaden@juno.com.

**SEEKING:** Edgewood Baptist Church in Hopkinsville is currently looking for a pastor. For those interested, send your resumé to: Edgewood Baptist Church, 212 Sanderson Drive, Hopkinsville, KY 42240, Attn: Pastor Search Committee.

**SEEKING:** Administrative assistant. Excellent phone, computer and organizational skills, plus strong work ethic required. Experience with financial planning, investments and insurance helpful. Send resumé: Daniel Hardt, CFP, Kentucky Financial Group, 2225 Lexington Road, Louisville, KY 40206.

**SEEKING:** First Baptist Church, Nevada, Mo., seeks full-time music minister. Send resumé to: Search Committee, 301 East Highland, Nevada, MO 64772.

**SEEKING:** Full-time minister of youth and children. Calhoun Baptist Church needs an individual with a passion for young people to provide leadership for a cutting-edge ministry to the heart of McLean County, Ky. Send resumé to: Calhoun Baptist Church, PO Box 283, Calhoun, KY 42327.

**SEEKING:** Full-time financial secretary. Knowledge of Automated Church Systems software preferred. Salary commensurate with experience. Send or fax resumé to: Bethlehem Baptist Church, 5700 Preston Highway, Louisville, KY 40219, Attn: Personnel Committee. Fax: (502) 964-9678.

**SEEKING:** Central Baptist, Miami, a center-city, multi-cultural church desires a pastor who celebrates diversity while possessing primary gifts as leader, proclaimer, teacher and counselor. Minimum of 3 years experience in urban setting and MDiv. degree. Moderate church that supports SBC and CBF. Send resumé to: Central Baptist Church, 500 NE First Ave., Miami, FL 33132, or e-mail: JenisuA@aol.com.

**SEEKING:** Christian married couples and singles needed to help raise children at Boys and Girls Country, a 200-acre ranch north of Houston, Texas. Great benefits, competitive salaries, newly renovated, spacious living quarters, plus a rewarding lifestyle and atmosphere. If you want to make a difference in the lives of children from elementary age through college, call Shirley at (281) 351-4976, ext. 214, or fax your resumé to (281) 351-4978. EOE.

**SEEKING:** Pianist for Rosemont Baptist Church, 556 Rosemont Garden, Lexington, KY 40503. Applicants are asked to apply in person at the church. For directions, call the church office at (859) 277-6147.

**SEEKING:** Associate pastor for youth and outreach. Will direct strong youth ministry and assist in developing outreach ministries using newly constructed family life center. Send resumé to: Search Committee, Pleasant Hill Baptist Church, 19479 N IL Highway 37, Mt. Vernon, IL 62864.

**SEEKING:** Part-time children's minister. Send resumé to Jeff Anders, Eastern Gate Baptist Church, PO Box 6686, Shepherdsville, KY 40165.

**SEEKING:** First Baptist Church of Shepherdsville, Ky., is accepting recommendations and resumé for the full-time position of pastor. Affiliated with the CBF and SBC, FBC has a strong commitment to CBF-related ministries while continuing to participate in Co-operative Program giving. Send recommendations or resumé to: First Baptist Church of Shepherdsville, 238 Frank E. Simon Ave., Shepherdsville, KY 40165, Attn: Chairperson, Pastor Search Committee.

**SEEKING:** Full-time pastor. Send resumé to: Tunnel Hill Baptist Church, 734 Tunnel Hill Church Road, Elizabethtown, KY 42701, Attn: Pastor Search Committee.

**SEEKING:** First Baptist Church of Hazard is currently accepting resumé for the full-time position of minister of music. The congregation and leadership are moving toward a blended style of worship. Interested candidates should possess at least an undergraduate degree in music or sufficient experience to lead the program capably. Send resumé to: First Baptist Church, 560 Main St., Hazard, KY 41701.

**SEEKING:** Full-time minister of music to direct and lead dynamic music ministry. Candidate must be theologically conservative and outreach-minded. Must be experienced in leading and directing large productions as well as ongoing choirs and programs. Worship style is blended. Send resumé to: Paul Blizard, senior pastor, Memorial Baptist Church, PO Box 777, Beckley, WV 25801.

**SEEKING:** Full-time organist for First Baptist Church, Somerset, Ky., to play a 34-rank Holtzkamp organ built in 1990. Salary is negotiable. Please send a letter of application and resumé to: Music Committee, First Baptist Church, PO Box 797, Somerset, KY 42502, Attn: Ken Yeager, chairman.

**SEEKING:** East Cadiz Baptist Church of Cadiz is seeking a full-time minister of music and youth. Send resumé to: M/Y Search Committee, East Cadiz Baptist Church, 407 Third St., Cadiz, KY 42211.

**SEEKING:** Part-time children's minister for Farmdale Baptist Church, 5610 U.S. Highway 127 South, Frankfort, Ky. If you feel God is calling you to this area to work with children, send resumé to: Ms. Bryan, 530 Alfa Drive, Frankfort, KY 40601.

**SEEKING:** Full-time minister of music and youth. Please send resumé to: First Baptist Church, PO Box 506, Hindman, KY 41822, Attn: Search Committee.

## Cumberland coach helps youngster battle cerebral palsy

WILLIAMSBURG—Kevin Blair, born almost four months premature, weighed just over two pounds and was diagnosed with cerebral palsy. Doctors told his family the outlook was grim, explaining that cerebral palsy and other medical problems likely would leave him in a vegetative state.

Four years later, however, Kevin has made significant progress in his mental and physical development. He's even been named an honorary member of the Cumberland College swim team.

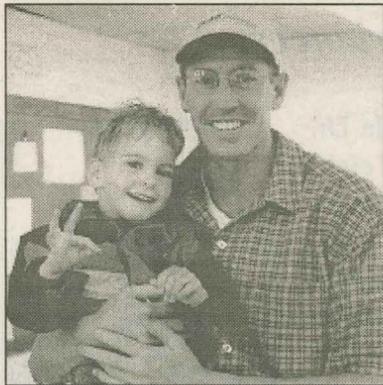
Part of Kevin's breakthrough came earlier this year when Cumberland swimming coach Lance Huber agreed to provide the youngster swimming lessons. Through teamwork and determination, the two are conquering obstacles that previously seemed impossible.

Kevin's grandparents, Jim and Joyce Blair, who approached Huber about the swimming lessons, have raised Kevin for most of his life. As his adoptive parents, they have seen Kevin through 31 operations, including 18 brain surgeries. They took the time to teach him to do things doctors said were impossible, such as how to roll, crawl and speak.

The Blairs also enlisted the help of Wanda Freeman, a speech pathologist, and Lloyd Zehr, an occupational therapist, to help him battle the effects of cerebral palsy.

Freeman currently is teaching him how to read. "He would cry and squirm when we first had our lessons together, but now he loves to read and has some favorites that he likes to read with me," she said.

Zehr also had witnessed some significant strides. "I am trying to teach him how to become more independent," he explained. Zehr works with Kevin's coordination and fine motor skills so he can do things like



**BUDDY SYSTEM** Coach Lance Huber and Kevin Blair visit together after a swimming lesson at Cumberland College.

get in and out of chairs by himself and improve his eye-hand coordination.

As Kevin's therapy progressed, the Blairs decided to try something new. They approached Huber about giving Kevin swimming lessons as part of his physical therapy.

Blair said they chose Cumberland because of its Christian background. "It is a Christian college and that is something that was very important to us," Blair explained.

Huber gave Kevin his first swimming lesson in April. Kevin had never been in a swimming pool so the experience was scary for him and he returned to a spastic, stiffened state common among those with cerebral palsy. This lasted only moments, however, as the two began to develop a trusting bond.

"With Kevin, trust is a huge deal and I don't think he would have come as far as he has without the trust that we have together," Huber said. He started by teaching Kevin to blow bubbles and float, eventually working up to splashing and kicking. Kevin is now slowly swimming on

his own for several feet.

Huber attributes much of Kevin's accomplishments to his attention span, determination and the interaction the two have during the lessons.

"It is overwhelming to see him come from clinging to my shoulder, to two weeks later, voluntarily putting his head underwater and having fun," Huber said. "He tries so hard and he has an attention span that is unbelievable."

For Kevin's part, he describes his new friend as "my Coach Huber."

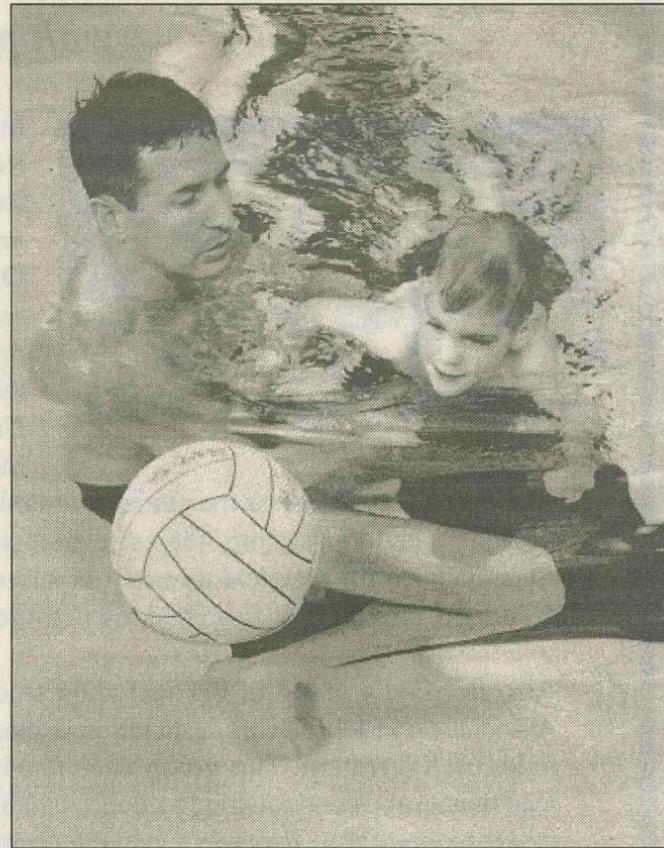
Blair said the accomplishments the two have made also can be attributed to the attitude Huber had from the beginning about working with Kevin. "He didn't talk about all of the things he could do; he talked about the things that they could do together."

Kevin has touched the lives of many people during his lessons at the Cumberland College pool. Several members of the Cumberland College swim team have had the opportunity to befriend him.

"It says something about the coach and the team when they are able to work with Kevin in such a special way and develop such a special bond," Blair noted. "It means a lot to him."

Huber said he also has benefited from working with Kevin. "For me, to see his grandmother and grandfather on deck, overwhelmed by what Kevin can do, it makes me feel like I'm doing my job," he said. "Even when he makes an accomplishment that only I can recognize, that makes me feel great too, because I know that something will come from that. Even if it's only a little bit, I know that the next day, he is going to be able to do even more."

Blair described the duo's interaction and impact as a miracle.



"When we came up to Cumberland for him to learn to swim, it was a God-send; it was just an answer to my prayers," he said. "Every child has a window of opportunity to learn and excel. It is just a matter of opening that window and teaching them. Coach Huber has found that window."

As an honorary member of the college's swim team, Kevin will be recognized for his accomplishments during the school's first home swim meet in October. He also is featured on the team's Web page at [ccswimming.tripod.com](http://ccswimming.tripod.com).

**THERAPY SESSION** Four-year-old Kevin Blair, who has cerebral palsy, swims toward a floating ball during a swimming lesson with Cumberland College swimming coach Lance Huber.

## Southern professor gains up-close view of Nigerian missions

By Bryan Cribb  
Southern Baptist Theological Seminary

LOUISVILLE (BP)—The somber gravestones spoke volumes to Mark Terry's heart. They spoke of commitment and determination. And they spoke of the sacrifice of the many missionaries who have died in Ogbomoso, Nigeria.

"They laid down their lives to establish Christianity in Nigeria," said Terry, professor of Christian missions and evangelism at Southern Baptist Theological Seminary in Louisville. "The Nigerian Baptist Convention, with 6,000 churches and over 1 million members, is a testimony to their faithful labor."

Terry spent most of his recent sabbatical teaching missions to 90 students at the Nigerian Baptist Theological Seminary in Ogbomoso. But his primary goal was to learn about missions in an African context and how best to teach others to continue the work of those missionaries who had gone and even died before.

"It worked out the way I'd hoped," Terry said. "I taught a little and learned a lot. Things that I knew as theory

about Africa, now I have observed from personal experience and interaction with African people."

Terry spent five months in Africa, visiting three different countries. Each stop proved eye-opening.

"I know a lot about Asia, but I didn't know much about Africa," said Terry, a former missionary to the Philippines for 14 years. "So I was looking for an opportunity to get some in-depth experience in Africa."

His in-depth experience included a baptism into African culture, society and politics. All three areas present challenges to African missions and especially to Nigerian missions.

In the West African nation, Christianity must contend with widespread polygamy, rampant malaria and persistent political uneasiness between Christians and Muslims.

Politically and religiously, Nigeria is split in half with Christians in the south and Muslims concentrated in the north.

Tensions between the two groups exploded earlier this year when northern Christians demonstrated over the imposition of Islamic Sharia law.

Muslims subsequently rioted, resulting in thousands of deaths and the

burning of 24 churches. During the rioting, five seminary students at the Baptist seminary in Kaduna were killed on the campus, and the seminary was burned.

"It was very dramatic," said Terry, who saw a video of the melee. "The Muslims were coming over the front wall and the seminary folks were going over the back wall at the same time. The seminary was almost a total loss."

Although they were located several hours south of the rioting, Terry and the students at the Nigerian Baptist Seminary were affected by the reports. The threat of violence still remains.

In addition to teaching, Terry shared his expertise with local missionaries and church planters.

"I worked with them to develop a leadership training program to train Egede men to serve as leaders of their own churches," he said. The Egede is a tribe of migrant workers who recently have moved to Ogbomoso.

Such instruction is desperately needed because missionaries among the Egede are planting churches faster than they can train pastors. Missionaries there have started 60 new churches in three years, but 20 of the new

churches still need pastors.

Terry's travels included stopovers in Senegal and Ghana. In Senegal, he worked with several students in Southern Seminary's "Two plus Two" program. The program is part of the master of divinity in international church planting degree where students obtain the last 25 hours of the degree on the field.

In Ghana, Terry made final arrangements for a five-year partnership between Southern Seminary and the Ghana Baptist Convention, which will allow students and professors to gain missions experience there.

Terry said the highlight of his sabbatical was the Nigerian Baptist Convention's 150-year anniversary celebration in April. He said the celebration of Southern Baptist missions in Nigeria included "12,000 Nigerians celebrating that missionary heritage and expressing appreciation for the sacrifice of missionaries."

His sabbatical experience "is really going to enrich my teaching, especially in the area of cross-cultural church planting, in that I understand a lot better what missionaries going to Africa need to learn and understand," Terry said.

*An EDUCATION at Clear Creek Baptist Bible College  
is more than just learning in a classroom setting.*

*At Clear Creek students are EQUIPPED to "do" ministry and then given  
the OPPORTUNITY to compliment their classroom studies  
with practical ministry experiences.*



In May, Associate Professor of Bible Dr. Roy Lucas directed a mission team of eight students, Academic Dean Malcolm Hester, and his son James to the Norman, Oklahoma area. Five of the students received academic credit for the mission practicum. During the 10-day mission trip, the team worked with seven churches in the Union Baptist Association and one church in the Central Baptist Association in



Oklahoma City. Most of the students attended at least one service at Falls Creek Baptist Encampment in Davis, Oklahoma. During the children's camp, 468 made professions of faith. Student Timothy Smithheart summarized the value of the opportunities students have for practical ministry experience at Clear Creek by stating, "This is a 'safe' way that students can learn while doing, yet also be kept from making detrimental mistakes that could lead to disaster in the mission field."

Also in May, a group of 32, including students and faculty, conducted simultaneous revivals in the West Central Baptist Association in Ohio. This association is made up of 24 churches in 11 counties, the largest association in Ohio covering 100 miles each direction. This group worked with 9 churches that participated in the revivals. The students were able to preach, lead music, and conduct door-to-door visitation. The group saw professions of faith and was also able to counsel and encourage others in their faith. This was a valuable learning experience for these students as they sought to put into practice what they had been taught in the classroom.

Three May graduates, four students, President Whittaker, and two west Kentucky pastors were in Morogoro, Tanzania East Africa June 14-26, working with alumni Charles and Carolyn Dixon. This mission involved construction of a concrete floor for a primary school building, prayerwalks, showing the Jesus video five times to over 1,000, door-to-door evangelism, a seminar on what Baptists believe, children's ministry, teaching Sunday school and preaching. The team saw over 300 professions of faith. Three of the students received academic credit for this mission practicum.



*If God has called you to "do" ministry, then CLEAR CREEK might be the place  
for you! Contact us for information on how we can help equip you to do the  
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